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## ABSTRACT

This volume provides comparative data for faculty salaries in public and private colleges, based on an annual survey of over 600 colleges and universities. Data cover the following disciplines: Engineering Related Technologies, Foreign Languages, Geography, Geology, History, Home Economics, Letters, Library and Archival Sciences, Life Sciences, Mathematics, Multi-Interdisciplinary Studies, Music, Nursing, Philosophy and Religion, and Physical Education. Presented for each discipline is a summary of the overall average salary increase between the baseline year of 1988-89 and the trend year, 1991-92, for both public and private institutions. Data from institutions participating in both years are compared with each other and with the consumer price index. Also included are average salaries by rank and the faculty mix percentage as well as comparisons with other disciplines and between the public and private institutions. The participating institutions are listed. (JB)

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SALARY-TREND STUDIES OF FACULTY  
FOR THE YEARS 1988-89 AND 1991-92  
IN THE FOLLOWING  
ACADEMIC DISCIPLINES/MAJOR FIELDS:

Engineering Related Technologies; Foreign Languages; Geography; Geology; History; Home Economics; Letters; Library and Archival Sciences; Life Sciences; Mathematics; Multi-Interdisciplinary Studies; Music; Nursing; Philosophy and Religion; and, Physical Education

by

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Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 1991-92. Each year two separate surveys are conducted, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1988-89 and 1991-92 surveys were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines/major fields, 15 of which are included herein in alphabetical order. The academic disciplines/major fields were chosen from among those defined by A Classification of Instructional Programs, 1990.

Each of the 15 academic disciplines/major fields herein presents a summary of the overall average salary increase in that academic discipline/major field from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private participating institutions. Of the 281 institutions which participated in CUPA's public survey of 1988-89, 207 also participated in the 1991-92 survey. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA's private survey of 1988-89, 298 also participated in the 1991-92 survey. Data from those same 298 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 15 individual academic disciplines/major fields for both the public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 15 individual academic disciplines/major fields between the two public surveys and the two private surveys for each of the two study years (1988-89 and 1991-92) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 43 selected academic disciplines/major fields surveyed is found in Appendix A of each academic discipline/major field article included herein, and the lists of all participating senior colleges and universities are found in Appendixes B (public) and C (private) of each academic discipline/major field article included herein.

SALARY-TREND STUDY OF FACULTY IN  
ENGINEERING-RELATED TECHNOLOGIES

FOR THE YEARS

1988-89 AND 1991-92

By  
Richard D. Howe  
and  
Fred C. Miller, Jr.

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including engineering-related technologies. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of engineering-related technologies in the CIP is as follows:

A summary of groups of instructional programs that prepare individuals to apply basic engineering principles and technical skills in support of engineering and related projects.\*

[\*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 93--15).]

This article presents a summary of the overall average salary increases in the discipline/major field of engineering-related technologies from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for

both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of engineering-related technologies faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .33 for associate professors of engineering-related technologies in the 1988-89 public study means that 33 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of 1.01 for associate professors in the discipline/major field of engineering-related technologies in the 1988-89 public study means that their average salary is .1 percent above than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of engineering-related technologies with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
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PUBLIC, 1988-89:

DISCIPLINE: ENGINEERING TECHNOLOGIES  
MAJOR FIELD: ENGINEERING RELATED TECHNOLOGIES

AVERAGE					
SALARY: 43057 193 42	36311 276 53	31089 299 49	31578 30 22	26155 74 30	35110 842 57
FAC MIX					
PCT: 0.23	0.33	0.36	0.04	0.09	1.00
SALARY					
FACTOR: 0.97	1.01	1.03	1.08	1.12	0.97

ALL MAJOR FIELDS

AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00

PUBLIC, 1991-92:

DISCIPLINE: ENGINEERING TECHNOLOGIES  
MAJOR FIELD: ENGINEERING RELATED TECHNOLOGIES

AVERAGE					
SALARY: 48252 225 51	40875 301 62	35428 296 59	34006 36 23	28578 68 30	39988 890 66
FAC MIX					
PCT: 0.25	0.34	0.33	0.04	0.08	1.00
SALARY					
FACTOR: 0.95	0.99	1.03	1.00	1.09	0.97

ALL MAJOR FIELDS

AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00

PRIVATE, 1988-89:

DISCIPLINE: ENGINEERING TECHNOLOGIES  
MAJOR FIELD: ENGINEERING RELATED TECHNOLOGIES

AVERAGE					
SALARY: 40967 24 10	36296 48 16	30815 53 17	30567 5 5	23777 9 4	34124 134 21
FAC MIX					
PCT: 0.18	0.36	0.40	0.04	0.07	1.00
SALARY					
FACTOR: 0.91	1.05	1.07	1.10	1.06	0.96

ALL MAJOR FIELDS

AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00

PRIVATE, 1991-92:

DISCIPLINE:  
MAJOR FIELD:

AVERAGE					
SALARY: 51961 42 10	42510 65 15	35799 53 15	36000 4 3	29184 11 10	41894 171 18
FAC MIX					
PCT: 0.25	0.38	0.31	0.02	0.06	1.00
SALARY					
FACTOR: 0.97	1.04	1.95	1.11	1.07	0.99

ALL MAJOR FIELDS

AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

## RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of engineering-related technologies was reported in 57 of the 207 public institutions. The average salary of the 842 faculty was \$35,110. This average salary was approximately 2.9 percent lower than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of engineering-related technologies was reported in 66 of the same 207 public institutions. The average salary of the 890 faculty was \$39,988. This average salary was approximately 3.3 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in engineering-related technologies after three years in the public institutions studied was 13.9 percent (\$39,988 minus \$35,110 equals \$4,878). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3.3 percent or 1.1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of engineering-related technologies (13.9%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of .4 percentage points in their salaries (14.3% minus 13.9% equals .4%) more than faculty in the discipline/major field of engineering-related technologies.



The reader may note that the faculty mix percentage in engineering-related technologies is lower at the professor rank than at the assistant professor in the 1988-89 study: 23 percent vs. 36 percent, and in the 1991-92 study it is 25 percent vs. 33 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in engineering-related technologies in the public studies was lower than ALL MAJOR FIELDS both in 1988-89, 3.6 percent (30/842) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, 4.0 percent (36/890) vs. 4.4 percent (2,410/54,920), respectively.

#### RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of engineering-related technologies was reported in 21 of the 298 private institutions. The average salary of the 134 faculty was \$34,124. This average salary was 3.8 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of engineering-related technologies was reported in 18 of the same 298 private institutions. The average salary of the 171 faculty was \$41,894. This average salary was .8 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in engineering-related technologies after three years in the private institutions studied was 22.8

percent ( $\$41,894$  minus  $\$34,124$  equals  $\$7,770$ ). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 5.6 percent or 1.9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ( $\$42,240$  minus  $\$35,437$  equals  $\$6,803$ ). In comparison to the discipline/major field of engineering-related technologies (22.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.6 percent (22.8% minus 19.2% equals 3.6%) less than faculty in engineering-related technologies.

The reader may note that the faculty mix percentage in engineering-related technologies is lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 18 percent vs. 40 percent, respectively, and in the 1991-92 study it is 25 percent vs. 31 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in engineering-related technologies was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 3.7 percent (5/134) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 2.3 percent (4/171) vs. 4.3 percent (1379/31783), respectively.

#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of engineering-related technologies and compared that

information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,037 (1.2%) faculty in the discipline/major field of engineering-related technologies participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of engineering-related technologies in 1988-89 in the public and private studies were some 3 and 4 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of engineering-related technologies in 1991-92, in both the public and private studies were some 3 and 1 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in engineering-related technologies in the public institutions received overall, relative salary increases at the end of three years of 3.3 percent below the cost-of-living. In the private institutions the relative salary increase was 5.6 percent below the cost-of-living.

Third, in the discipline/major field of engineering-related technologies the assistant professor rank percentages far exceed those in the professor rank

both in the 1988-89 public and private studies and in the 1991-92 public and private studies. These data show that engineering-related technologies is a still-emerging field although emerging rather slowly.

Finally, the hiring rate of new assistant professors in engineering-related technologies in the public studies in comparison to ALL MAJOR FIELDS, is lower both in the 1988-89 and in the 1991-92 study. In the private studies, the hiring rate was also lower than in ALL MAJOR FIELDS both in the 1988-89 and 1991-92 studies. This means that engineering-related technologies is continuing a rather slow growth in relation to many of the other disciplines/major fields in colleges and universities.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in engineering-related technologies and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

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Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Fred C. Miller, Jr., is on the media services staff at Appalachian State University.

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#### APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

## APPENDIX A

### OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

## APPENDIX B

### CUFA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Remidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowle State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207



## APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

### Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adolph University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MT)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)



Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarinate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linnfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (IN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	
	TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN  
FOREIGN LANGUAGES  
FOR THE YEARS

1998-89 AND 1991-92

By  
Richard D. Howe  
and  
Loles D. Solis

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including foreign languages. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of foreign languages in the CIP is as follows:

A summary of groups of instructional programs that describe the study of languages other than English, and the study of related aspects of foreign literatures and cultures.\*

[\*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 99--16).]

This article presents a summary of the overall average salary increases in the discipline/major field of foreign languages from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same

207 institutions were used in both the baseline year and the trend year. Of the  
470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298  
also participated in 1991-92. Data from those same 298 institutions were used  
in both the baseline year and the trend year.

This article lists the average salaries of foreign languages faculty for  
both public and private participating institutions by rank, including NEW ASST  
PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and  
the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer  
Price Index) of changes in cost-of-living between the two studies for each of  
the two study years (1988-89 and 1991-92).

The CPI use a base period of 1982-84 and is based on prices of food,  
clothing, shelter and fuels, transportation, medical care, entertainment, and  
other goods and services that people buy for day-to-day living. In examining  
trends in faculty salary, it is important to consider any changes in the pur-  
chasing power of salaries due to inflation. Thus, by comparing changes in  
faculty salaries with the CPI, a more precise representation of the "real"  
salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-  
time faculty only. It does not include any faculty members teaching less than  
51 percent of the time. Salary for summer academic work, fringe benefits, and  
perquisites are not included in the salary data. The average salary displayed  
is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included  
to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a  
given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .32 for associate professors of foreign languages in the 1988-89 public study means that 32 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of foreign languages in the 1988-89 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of foreign languages with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
PUBLIC, 1988-89>					
DISCIPLINE: FOREIGN LANGUAGES MAJOR FIELD: FOREIGN LANGUAGES					
AVERAGE SALARY: 43261 434 138	34118 454 144	27707 416 146	25980 76 56	22348 125 62	33998 1429 176
FAC MIX					
PCT: 0.30	0.32	0.29	0.05	0.09	1.00
SALARY					
FACTOR: 0.97	0.95	0.92	0.89	0.96	0.94

ALL MAJOR FIELDS

AVERAGE SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00

DISCIPLINE: FOREIGN LANGUAGES  
MAJOR FIELD: FOREIGN LANGUAGES

PUBLIC, 1991-92:					
AVERAGE					
SALARY: 49259 428 142	38927 452 152	31179 508 155	30081 72 54	23897 167 78	37625 1555 181
FAC MIX					
PCT: 0.28	0.29	0.33	0.05	0.11	1.00
SALARY					
FACTOR: 0.97	0.95	0.91	0.89	0.91	0.91

ALL MAJOR FIELDS

AVERAGE SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00

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PRIVATE, 1988-89:					
DISCIPLINE: FOREIGN LANGUAGES MAJOR FIELD: FOREIGN LANGUAGES					
AVERAGE SALARY: 42236 389 152	33413 427 156	27237 436 155	25510 67 52	22740 117 62	33041 1369 225
FAC MIX					
PCT: 0.28	0.31	0.32	0.05	0.09	1.00
SALARY					
FACTOR: 0.94	0.96	0.95	0.92	1.01	0.93

ALL MAJOR FIELDS

AVERAGE SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00

DISCIPLINE: FOREIGN LANGUAGES  
MAJOR FIELD: FOREIGN LANGUAGES

PRIVATE, 1991-92:					
AVERAGE					
SALARY: 49980 411 158	39649 424 156	31906 528 181	29776 82 59	26187 127 63	38607 1490 234
FAC MIX					
PCT: 0.28	0.28	0.35	0.06	0.09	1.00
SALARY					
FACTOR: 0.93	0.97	0.94	0.92	0.96	0.91

ALL MAJOR FIELDS

AVERAGE SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

## RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of foreign languages was reported in 176 of the 207 public institutions. The average salary of the 1,429 faculty was \$33,998. This average salary was approximately 6.3 percent lower than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of foreign languages was reported in 181 of the same 207 public institutions. The average salary of the 1,555 faculty was \$37,625. This average salary was approximately 9.7 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in foreign languages after three years in the public institutions studied was 10.7 percent (\$37,625 minus \$33,998 equals \$3,627). The CPI of increased cost-of-living between october 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in foreign languages average faculty salaries over the three-year period is 6.5 percent or an average of 2.2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of foreign languages (10.7%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 3.6 percentage points in their salaries (\$14.3% minus 10.7% equals 3.6%) more than faculty in the discipline/major field of foreign languages.

The reader may note that the faculty mix percentage in foreign languages is

higher at the professor rank than at the assistant professor in the 1988-89 study: 30 percent vs. 29 percent, and in the 1991-92 study it is lower at 28 percent vs. 33 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in foreign languages in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.3 percent (76/1,429) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92 it was also higher, 4.6 percent (72/1,555) vs. 4.4 percent (2,410/54,920), respectively.

#### RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of foreign languages was reported in 225 of the 298 private institutions. The average salary of the 1,369 faculty was \$33,041. This average salary was 7.3 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of foreign languages was reported in 234 of the same 298 private institutions. The average salary of the 1,490 faculty was \$38,607. This average was 9.4 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in foreign languages after three years in the private institutions studied was 16.8 percent (\$38,607 minus \$33,041 equals \$5,566). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore,



in the average salaries of foreign languages faculty over the three-year time period, is .4 percent or .13 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of foreign languages (16.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.4 percent (19.2% minus 16.8% equals 2.4%) more than faculty in foreign languages.

The reader may note that the faculty mix percentage is lower at the professor rank in 1988-89 study compared to the assistant professor rank: 28 percent vs. 32 percent, respectively, and in the 1991-92 study it is also lower at 28 percent vs. 35 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in foreign languages was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4.9 percent (67/1,369) vs. 4.6 percent (1,374/-29,774), respectively, and higher also in the 1991-92 private study: 5.5 percent (82/1,490) vs. 4.3 percent (1,379/31,783), respectively.

#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of foreign languages and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the base-

line year and for the trend year--a total of four studies. A total of 5,843 (3.5%) faculty in the discipline/major field of foreign languages participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of foreign languages in 1988-89 in the public and private studies were some 6 and 7 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of foreign languages in 1991-92 in the public and private studies were also some 9 percent for each study below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in foreign languages in the public institutions received an overall relative salary decrease at the end of three years of 6.5 percent below the cost-of-living. In the private institutions there was a relative salary decrease of .4 percent below the cost-of-living.

Third, in the disciplines/major field of foreign languages the assistant professor rank percentages generally exceeds those in the professor rank both in the 1988-89 and 1991-92 public and private studies except for the 1988-89 public study where the faculty mix percentage is 30 percent for the professor rank and 29 percent for the assistant professor rank. These data show that foreign languages is an "established" discipline and will probably become "top heavy" with professors in the next few years.

Finally, the hiring rate of new assistant professors in foreign languages in both the public and private studies for both study years, in comparison to ALL MAJOR FIELDS, is higher. This means that foreign languages in continuing a measured growth in relation to many of the other disciplines/major fields in colleges and universities.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in foreign languages, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Loles D. Solis is an assistant professor and reference librarian at Appalachian St te University.

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#### APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Particiapting Institutions, page 13

# APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL
GEOLOGY	SERVICES
HISTORY	VISUAL AND PERFORMING ARTS
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

## APPENDIX B

### CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MD)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morhead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

## APPENDIX C

### CUFA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)



Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarinate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marian College (IN)	



Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN GEOGRAPHY  
FOR THE YEARS  
1988-89 AND 1991-92

By  
Richard D. Howe  
and  
Roger Winsor

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including geography. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of geography in the CIP is as follows:

An instructional program that describes the systematic study of the spatial distribution and interrelationships of people, natural resources, plant and animal life. Includes instruction in historical and political geography, cultural geography, economic and physical geography, regional science, cartographic methods, remote sensing, spatial analysis, and applications to areas such as land-use planning, development studies, and analyses of specific countries, regions, and resources.\*

[\*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, (1990), p. 146--45.07).]

This article presents a summary of the overall average salary increases in the discipline/major field of geography from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institu-

tions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA's private study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of geography faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank. For example, a FAC MIX PCT factor of .29 for associate professors of geography in the 1988-89 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of geography in the 1988-89 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of geography with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: GEOGRAPHY					
PUBLIC, 1988-89:					
AVERAGE					
SALARY: 44094 242 80	34868 169 81	28699 144 68	27563 23 20	22926 24 21	36695 579 105
FAC MIX					
PCT: 0.42	0.29	0.25	0.04	0.04	1.00
SALARY					
FACTOR: 0.99	0.97	0.95	0.94	0.98	1.02
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29232 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: GEOGRAPHY					
PUBLIC, 1991-92:					
AVERAGE					
SALARY: 51503 255 88	40224 189 86	32786 160 82	32740 23 22	27869 16 14	42624 620 111
FAC MIX					
PCT: 0.41	0.30	0.26	0.04	0.03	1.00
SALARY					
FACTOR: 1.01	0.98	0.95	0.97	1.06	1.03
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: GEOGRAPHY					
PRIVATE, 1988-89:					
AVERAGE					
SALARY: 47158 28 16	34832 20 14	28253 22 13	28983 6 4	26276 2 2	37377 72 26
FAC MIX					
PCT: 0.39	0.28	0.31	0.08	0.03	1.00
SALARY					
FACTOR: 1.05	1.01	0.98	1.04	1.17	1.05
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: GEOGRAPHY					
PRIVATE, 1991-92:					
AVERAGE					
SALARY: 50407 30 19	39139 16 13	32130 25 12	28450 4 4	21000 1 1	41148 72 25
FAC MIX					
PCT: 0.42	0.22	0.35	0.06	0.01	1.00
SALARY					
FACTOR: 0.94	0.95	0.94	0.88	0.77	0.97
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

## RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of geography was reported in 105 of the 207 public institutions. The average salary of the 579 faculty was \$36,695. This average salary was approximately 1.6 percent higher than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of geography was reported in 111 of the same 207 public institutions. The average salary of the 620 faculty was \$42,624. This average salary was approximately 3.2 percent higher than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salary for all faculty in geography after three years in the public institutions studied was 16.2 percent (\$42,624 minus \$36,695 equals \$5,929). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in geography average faculty salaries over the three-year period of 1.0 percent or an average of .3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of geography (16.2%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.9 percentage points in their salaries (16.2% minus 14.3% equals 1.9%) less than faculty in the discipline/major field of geography.

The reader may note that the faculty mix percentage in geography is higher at the professor rank than at the assistant professor in the 1988-89 study: 42 percent vs. 25 percent, and in the 1991-92 study it is 41 percent vs. 26

percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in geography in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 4.0 percent (23/579) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was lower, 3.7 percent (23/620) vs. 4.4 percent (2,410/54,920), respectively.

#### RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of geography was reported in 26 of the 298 private institutions. The average salary of the 72 faculty was \$37,377. This average salary was 5.5 percent higher than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/major field of geography was reported in 25 of the same 298 private institutions. The average salary of the 72 faculty was \$41,148. This average was 2.7 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in geography after three years in the private institutions studied was 10.1 percent (\$41,148 minus \$37,377 equals \$3,771). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 7.1 percent or 2.4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after

three years in the private institutions studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of geography (10.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 9.12 percent (19.2% minus 10.1% equals 9.1%) more than faculty in geography.

Finally, the reader may note that the hiring rate of new assistant professors in geography was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 8.3 percent (6/72) vs. 4.6 percent (1,374/29,774), respectively, and higher in the 1991-92 private study: 5.6 percent (4/72) vs. 4.3 percent (1,379/31,783), respectively.

#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of geography and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,343 (.8%) faculty in the discipline/major field of geography participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of geography in the 1988-89 public and private studies were some 2 and 5 percent above those in ALL



MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of geography in the 1991-92 public and private studies were some 3 above and 3 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in geography in the public institutions received an overall relative salary increase at the end of three years of 1 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 7.1 percent below the cost-of-living.

Third, in the discipline/major field of geography the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1988-89 and 1991-92 public and private studies. These data show that the discipline/major field of geography in both the public and private studies is an older, established discipline.

Finally, the hiring rate of new assistant professors in geography both in the 1988-89 and 1991-92 public studies was lower than in ALL MAJOR FIELDS. In the 1988-89 and 1991-92 private studies the hiring rate was higher than in ALL MAJOR FIELDS. It appears that geography as a discipline/major field continues to grow rather slowly both in the public and private studies.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in geography, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

## APPENDIX A

### OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

## APPENDIX B

### CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MD)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

## APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

### Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (IA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marian College (IN)	



Participating Institutions, continued:

Rollins College (FL)  
 Roosevelt University (IL)  
 Rosary College (IL)  
 Saint Francis College (PA)  
 Saint Joseph College (CT)  
 Saint Joseph's College (IN)  
 Saint Joseph's College (ME)  
 Saint Leo College (FL)  
 Saint Martin's College (WA)  
 Saint Mary College (KS)  
 Saint Mary's College of California (CA)  
 Saint Meinrad College (IN)  
 Saint Meinrad School of Theology (IN)  
 Saint Vincent College (PA)  
 Salem College (NC)  
 Salem Teikyo University (WV)  
 Salve Regina University (RI)  
 Samford University (AL)  
 Santa Clara University (CA)  
 Schreiner College (TX)  
 Scripps College (CA)  
 Seattle Pacific University (WA)  
 Seattle University (WA)  
 Seton Hill College (PA)  
 Shorter College (GA)  
 Siena Heights College (MI)  
 Simpson College (IA)  
 Skidmore College (NY)  
 Southern California College (CA)  
 Southern College of Seventh-Day Adventists (TN)  
 Southwestern Assemblies of God College (TX)  
 Spring Arbor College (MI)  
 Spring Hill College (AL)  
 St. Bonaventure University (NY)  
 St. Edward's University (TX)  
 St. Francis College (NY)  
 St. Mary's University (TX)  
 St. Norbert College (WI)  
 St. Olaf College (MN)  
 Stanford University (CA)  
 Suffolk University (MA)  
 Susquehanna University (PA)  
 Tabor College (KS)  
 Taylor University (IN)  
 Texas Christian University (TX)  
 Tri-State University (IN)  
 Trinity College (VT)  
 University of Bridgeport (CT)  
 University of Dallas (TX)  
 University of Dayton (OH)  
 University of Denver (CO)  
 University of Evansville (IN)  
 University of Findlay (OH)  
 University of La Verne (CA)

University of Miami (FL)  
 University of New England (ME)  
 University of New Haven (CT)  
 University of Portland (OR)  
 University of Rio Grande (OH)  
 University of San Diego (CA)  
 University of San Francisco (CA)  
 University of St. Thomas (TX)  
 University of Tampa (FL)  
 Upper Iowa University (IA)  
 Ursuline College (OH)  
 Valparaiso University (IN)  
 Virginia Intermont College (VA)  
 Viterbo College (WI)  
 Wartburg College (IA)  
 Washington and Jefferson College (PA)  
 Washington Bible College (MD)  
 Washington College (MD)  
 Waynesburg College (PA)  
 West Virginia Wesleyan College (WV)  
 Western Baptist College (OR)  
 Western Maryland College (MD)  
 Westminster College (MD)  
 Westminster College of Salt Lake City (UT)  
 Wheeling Jesuit College (WV)  
 Whitman College (WA)  
 Whitworth College (WA)  
 Wilkes University (PA)  
 William Jewell College (MO)  
 William Penn College (IA)  
 Wilmington College (DE)  
 Wingate College (NC)  
 Xavier University (OH)  
 York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298



SALARY-TREND STUDY OF FACULTY IN

GEOLOGY

FOR THE YEARS

1988-89 AND 1991-92

By

Richard D. Howe

and

Richard N. Abbott

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including geology. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of geology in the CIP is as follows:

An instructional program that describes the scientific study of the earth; the forces acting upon it; and the behavior of the solids, liquids and gases comprising it. Includes instruction in historical geology, geomorphology, sedimentology, the chemistry of rocks and soils, stratigraphy, mineralogy, petrology, geostatistics, volcanology, glaciology, geophysical principles, and applications to research and industrial problems.

[\*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 131--40.0601).]

This article presents a summary of the overall average salary increases in the discipline/major field of geology from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institu-

tions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of geology faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professors of geology in the 1988-89 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .98 for associate professors in the discipline/major field of geology in the 1988-89 public study means that their average salary is 2 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of geology with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
PUBLIC, 1988-89:					
AVERAGE					
SALARY: 44362 271 92	35316 180 80	29346 113 64	27128 18 17	22955 18 14	37986 582 110
FAC MIX					
PCT: 0.47	0.31	0.19	0.03	0.03	1.00
SALARY					
FACTOR: 1.00	0.98	0.98	0.92	0.98	1.05

ALL MAJOR FIELDS

AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00

DISCIPLINE: PHYSICAL SCIENCES  
MAJOR FIELD: GEOLOGY

PUBLIC, 1991-92:					
AVERAGE					
SALARY: 51511 292 90	40064 169 79	32596 113 61	31344 17 17	28077 12 11	44082 586 107
FAC MIX					
PCT: 0.50	0.29	0.19	0.03	0.02	1.00
SALARY					
FACTOR: 1.01	0.97	0.95	0.93	1.07	1.07

ALL MAJOR FIELDS

AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00

DISCIPLINE: PHYSICAL SCIENCES  
MAJOR FIELD: GEOLOGY

PRIVATE, 1988-89:					
AVERAGE					
SALARY: 50870 92 36	35959 44 27	29095 33 22	27500 3 3	24995 3 3	42426 172 47
FAC MIX					
PCT: 0.53	0.26	0.19	0.02	0.02	1.00
SALARY					
FACTOR: 1.13	1.04	1.01	0.99	1.11	1.20

ALL MAJOR FIELDS

AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00

DISCIPLINE: PHYSICAL SCIENCES  
MAJOR FIELD: GEOLOGY

PRIVATE, 1991-92:					
AVERAGE					
SALARY: 63288 129 40	45020 53 29	33819 27 23	29449 3 3	27500 2 2	54589 211 53
FAC MIX					
PCT: 0.61	0.25	0.13	0.01	0.01	1.00
SALARY					
FACTOR: 1.18	1.10	0.99	0.91	1.01	1.29

ALL MAJOR FIELDS

AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

## RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of geology was reported in 110 of the 207 public institutions. The average salary of the 582 faculty was \$37,986. This average salary was approximately 5 percent higher than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of geology was reported in 107 of the same 207 public institutions. The average salary of the 586 faculty was \$44,082. This average salary was approximately 6.8 percent higher than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in geology after three years in the public institutions studied was 16 percent (\$44,082 minus \$37,986 equals \$6,096). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.2 percent or .4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of geology (16%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.7 percentage points in their salaries (16% minus 14.3% equals 1.7%) less than faculty in the discipline/major field of geology.

The reader may note that the faculty mix percentage in geology is higher at the professor rank than at the assistant professor rank in the 1988-89 study: 47 percent vs. 19 percent, and in the 1991-92 study it is also higher at 50 percent vs. 19 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies

are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in geology in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 3.1 percent (18/582) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was lower, 2.9 percent (17/586) vs. 4.4 percent (2,410/54,920), respectively.

#### RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of geology was reported in 47 of the 298 private institutions. The average salary of the 172 faculty was \$42,426. This average salary was 19.7 percent higher than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of geology was reported in 53 of the same 298 private institutions. The average salary of the 211 faculty was \$54,589. This average salary was 29.2 percent higher than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in geology studies after three years in the private institutions studied was 29.2 percent (\$54,589 minus \$42,246 equals \$12,343). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 12 percent or 4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of geology (29.2%), therefore, the faculty in ALL MAJOR FIELDS increased their

salaries by 10 percent (29.2% minus 19.2% equals 10%) less than faculty in geology.

The reader may note that the faculty mix percentage in geology is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 53 percent vs. 19 percent, respectively, and in the 1991-92 study it is 61 percent vs. 13 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in geology was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 1.7 percent (3/172) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 1.4 percent (3/211) vs. 4.3 percent (1379/31783), respectively.

#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of geology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,551 (.9%) faculty in the discipline/major field of geology participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of geology in 1988-89 in the public and private studies were some 5 and 20 percent above those in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of geology in 1991-92, in both the public and private studies were some 7 and 29 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in geology in the public institutions received an overall relative salary increases at the end of three years of 1.2 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 12 percent above the cost-of-living.

Third, in the discipline/major field of geology the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1988-89 and 1991-92 public and private studies. These data show that the discipline/-major field of geology in both the public and private studies is an older, established discipline.

Finally, the hiring rate of new assistant professors in geology both in the 1988-89 and 1991-92 public and private studies was lower than in ALL MAJOR FIELDS. It appears that geology as a discipline/major field continues to grow rather slowly both in the public and private studies.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in geology and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.



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APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

## APPENDIX A

### OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

## APPENDIX B

### CUFA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

## APPENDIX C

### CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GHI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298



SALARY-TREND STUDY OF FACULTY IN HISTORY

FOR THE YEARS

1988-89 AND 1991-92

By  
Richard D. Howe  
and  
Mark White

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including history. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of history in the CIP is as follows:

An instructional program that generally describes the study and interpretation of the past including the gathering, recording, synthesizing and critizing of evidence and theories about past events. Includes instruction in historiography; historical research methods, studies of specific periods, issues and cultures; and applications to areas such as historic preservation, public policy, and records administration.\*

[\*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 146--45.0801).]

This article presents a summary of the overall average salary increases in the discipline/major field of history from the "baseline year" of 1988-89 to



and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of history faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .25 for associate professors of history in the 1988-89 public study means that 25 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of history in the 1988-89 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of history with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: HISTORY					
<u>PUBLIC, 1988-89:</u>					
AVERAGE					
SALARY: 43554 1044 174	34443 464 146	27571 311 125	25836 80 55	22325 47 34	38090 1866 179
FAC MIX					
PCT: 0.56	0.25	0.17	0.04	0.03	1.00
SALARY					
FACTOR: 0.98	0.96	0.92	0.88	0.95	1.05
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: HISTORY					
<u>PUBLIC, 1991-92:</u>					
AVERAGE					
SALARY: 50071 1018 183	38928 457 157	31181 440 146	30185 84 58	26583 41 31	42725 1956 186
FAC MIX					
PCT: 0.52	0.23	0.22	0.04	0.02	1.00
SALARY					
FACTOR: 0.98	0.95	0.91	0.89	1.01	1.03
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00
-----					
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: HISTORY					
<u>PRIVATE, 1988-89:</u>					
AVERAGE					
SALARY: 42760 562 217	34065 343 157	26321 260 147	25193 53 45	22130 31 29	36157 1196 261
FAC MIX					
PCT: 0.47	0.29	0.22	0.04	0.03	1.00
SALARY					
FACTOR: 0.95	0.98	0.92	0.91	0.98	1.02
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: HISTORY					
<u>PRIVATE, 1991-92:</u>					
AVERAGE					
SALARY: 49820 549 217	39867 317 155	32049 296 155	29930 54 44	26729 30 26	42179 1192 259
FAC MIX					
PCT: 0.46	0.27	0.25	0.05	0.03	1.00
SALARY					
FACTOR: 0.93	0.97	0.94	0.92	0.98	1.00
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

## RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of history was reported in 179 of the 207 public institutions. The average salary of the 1,866 faculty was \$38,090. This average salary was approximately 5.4 percent higher than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of history was reported in 185 of the same 207 public institutions. The average salary of the 1,956 faculty was \$42,725. This average salary was approximately 3.5 percent higher than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in history after three years in the public institutions studied was 12.2 percent (\$42,725 minus \$38,090 equals \$4,635). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative increase in history average faculty salaries over the three-year period by 5 percent or an average of 1.7 percent each year below the cost-of-living.

The increase in average salaries for all faculty, in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of history (12.2%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 2.1 percentage points in their salaries (14.3% minus 12.2% equals 2.1%) more than faculty in the discipline/major field of history.

The reader may note that the faculty mix percentage in history is higher at the professor rank than at the assistant professor in the 1988-89 study: 56 percent vs. 17 percent, and in the 1991-92 study it is 52 percent vs.

22 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in history in the public studies was higher than ALL MAJOR FIELDS both in 1988-89, 4.3 percent (80/1866) vs. 4.8 percent (2497/51650), respectively; and in 1991-92, 4.3 percent (84/1956) vs. 4.4 percent (2410/54920), respectively.

#### RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of history was reported in 261 of the 298 private institutions. The average salary of the 1,196 faculty was \$36,157. This average salary was 2 percent higher than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of history was reported in 259 of the same 298 private institutions. The average salary of the 1,192 faculty was \$42,179. This average salary was .1 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in history after three years in the private institutions studied was 16.7 percent (\$42,179 minus \$36,157 equals \$6,022). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic "increase," therefore, in the average faculty salaries for history faculty over the three-year time period, is .5 percent or .2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240

minus \$35,437 equals \$6,803). In comparison to the discipline/major field of history (16.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.5 percent (19.2% minus 16.7% equals 2.5%) more than faculty in history.

Finally, the reader may note that the hiring rate of new assistant professors in history was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4.4 percent (53/1,196) vs. 4.6 percent (1374/29774), respectively, and higher in the 1991-92 private study: 4.5 percent (54/1192) vs. 4.3 percent (1379/31783), respectively. In other words the hiring rate of new assistant professors in history is greater than that for ALL MAJOR FIELDS in the 1991-92 private study.

#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of history and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,210 (3.7%) faculty in the discipline/major field of history participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United State participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factor for all ranks in the discipline/major field of history in 1988-89 in the public and private studies was some 5 and 2 percent above the average

faculty salary factor for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factor for all ranks in the discipline/major field of history in 1991-92 in the public study was 3 percent, and in the private study it was "even" (1.00) with the average for ALL MAJOR FIELDS.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in history in the public institutions received overall, "real" salary increases at the end of three years of 1.7 percent below the cost-of-living. In the private institutions the "real" salary increase was .5 percent below the cost-of-living.

Third, in the discipline/major field of history the professor rank percentage is greater than that of ALL MAJOR FIELDS in the public institutions for both study years and in the private institutions it is great but not as much as in the public institutions. Historically, the discipline/major field of history is considered one of the "older" disciplines/major fields and these percentages are rather typical.

Regarding the hiring rate of new assistant professors, both the public and private institutions are not hiring as high a percentage of new faculty as in ALL MAJOR FIELDS. This fact, too, is rather typical in an "older" discipline/-major field.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in history and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13



## APPENDIX A

### OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL
GEOLOGY	SERVICES
HISTORY	VISUAL AND PERFORMING ARTS
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

## APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

### Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

## APPENDIX C

### CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Crichton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN

HOME ECONOMICS

FOR THE YEARS

1988-89 AND 1991-92

By  
Richard D. Howe  
and  
Sammie Garner

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including home economics. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of home economics in the CIP is as follows:

A summary of groups of instructional programs that describe the relationship of the physical, social, emotional, and intellectual environments to the development of individuals, homes and families, and the effects of these factors on society and the workplace.

[\*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 103--19).]

This article presents a summary of the overall average salary increases in the discipline/major field of home economics from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S



PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of home economics faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.



The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .27 for associate professors of home economics in the 1988-89 public study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of home economics in the 1988-89 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of home economics with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.



## RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of home economics was reported in 81 of the 207 public institutions. The average salary of the 663 faculty was \$31,929. This average salary was approximately 13.2 percent lower than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of home economics was reported in 78 of the same 207 public institutions. The average salary of the 640 faculty was \$37,097. This average salary was approximately 11.3 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in home economics after three years in the public institutions studied was 16.2 percent (\$37,097 minus \$31,929 equals \$5,168). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1 percent or .3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of home economics (16.2%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.9 percentage points in their salaries (16.2% minus 14.3% equals 1.9%) less than faculty in the discipline/major field of home economics.

The reader may note that the faculty mix percentage in home economics is lower at the professor rank than at the assistant professor rank in the 1988-89 study: 19 percent vs. 39 percent, and in the 1991-92 study it is also lower at 18 percent vs. 39 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies

are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in home economics in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 4.7 percent (31/663) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was higher, 5.2 percent (33/640) vs. 4.4 percent (2,410/54,920), respectively.

#### RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of home economics was reported in 43 of the 298 private institutions. The average salary of the 148 faculty was \$27,695. This average salary was 28 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of home economics was reported in 38 of the same 298 private institutions. The average salary of the 133 faculty was \$34,492. This average salary was 22.4 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in home economics studies after three years in the private institutions studied was 24.5 percent (\$34,492 minus \$27,695 equals \$6,797). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 7.3 percent or 2.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240

minus \$35,437 equals \$6,803). In comparison to the discipline/major field of home economics (24.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.3 percent (24.5% minus 19.2% equals 5.3%) less than faculty in home economics.

The reader may note that the faculty mix percentage in home economics is lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 8 percent vs. 48 percent, respectively, and in the 1991-92 study it is 11 percent vs. 54 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in home economics was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 2.7 percent (4/148) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 2.3 percent (3/133) vs. 4.3 percent (1379/31783), respectively.

#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of home economics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,584 (.9%) faculty in the discipline/major field of home economics participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The

same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of home economics in 1988-89 in the public and private studies were some 12 and 22 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of home economics in 1991-92, in both the public and private studies were some 10 and 8 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in home economics in the public institutions received an overall relative salary increases at the end of three years of 1 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 7.3 percent above the cost-of-living.

Third, in the discipline/major field of home economics the assistant professor rank FAC MIX PCTs are higher than those in the professor rank in both the 1988-89 and 1991-92 public and private studies. These data show that the discipline/major field of home economics in both the public and private studies is slowly emerging, especially in the public institutions.

Finally, the hiring rate of new assistant professors in home economics in the 1988-89 public study was lower than in ALL MAJOR FIELDS but in 1991-92 it was higher. In the 1988-89 and 1991-92 private studies the hiring rate was lower than in ALL MAJOR FIELDS. It appears that home economics as a discipline/major field continues to grow rather slowly in the public studies but is almost stagnate in the private institutions.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in home economics and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

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#### APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

## APPENDIX A

### OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	



## APPENDIX B

### CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MD)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

## APPENDIX C

### CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarinate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles
LeTourneau University (TX)	and Science (PA)
Limestone College (SC)	Pikeville College (KY)
Lindsey Wilson College (KY)	Point Park College (PA)
Linfield College (OR)	Presbyterian College (SC)
Long Island University (NY)	Providence College (RI)
Loras College (IA)	Quincy College (IL)
Louisiana College (LA)	Reed College (OR)
Loyola College (MD)	Regis College (MA)
Loyola Marymount University (CA)	Rhodes College (TN)
Lubbock Christian University (TX)	Rivier College (NH)
Luther College (IA)	Roanoke College (VA)
Lycoming College (PA)	Rochester Institute of Technology (NY)
Lynchburg College (VA)	Rockford College (IL)
Madonna University (MI)	Rockhurst College (MO)
Malone College (OH)	Rocky Mountain College (MT)
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN LETTERS  
FOR THE YEARS  
1988-89 AND 1991-92

By  
Richard D. Howe  
and  
Melissa Barth

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including letters. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of letters in the CIP is as follows:

A summary of groups of instructional programs that describe the structure and use of the English language and dialects, speech, writing, and various aspects of the literatures and cultures of the English-speaking peoples.\*

[\*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 110--23).]

This article presents a summary of the overall average salary increases in the discipline/major field of letters from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470



institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of letters faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor .27 for

associate professors of letters in the 1988-89 public study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .94 for associate professors in the discipline/major field of letters in the 1988-89 public study means that their average salary is 6 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of letters to the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.



PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
PUBLIC, 1988-89:					
DISCIPLINE: LETTERS MAJOR FIELD: LETTERS					
AVERAGE					
SALARY: 42309 1445 194	33893 1183 190	27296 1148 192	25398 203 100	20786 555 118	33272 4331 200
FAC MIX					
PCT: 0.33	0.27	0.27	0.05	0.13	1.00
SALARY					
FACTOR: 0.95	0.94	0.91	0.87	0.89	0.92
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00
PUBLIC, 1991-92:					
DISCIPLINE: LETTERS MAJOR FIELD: LETTERS					
AVERAGE					
SALARY: 48497 1499 195	38344 1161 195	31004 1306 195	30298 183 110	23378 617 123	37558 4583 201
FAC MIX					
PCT: 0.33	0.25	0.28	0.04	0.13	1.00
SALARY					
FACTOR: 0.95	0.93	0.90	0.90	0.89	0.91
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00
-----					
PRIVATE, 1988-89:					
DISCIPLINE: LETTERS MAJOR FIELD: LETTERS					
AVERAGE					
SALARY: 41446 826 243	32277 687 233	25748 667 235	24901 140 94	21526 175 95	32844 2355 288
FAC MIX					
PCT: 0.35	0.29	0.28	0.06	0.07	1.00
SALARY					
FACTOR: 0.92	0.93	0.90	0.90	0.96	0.93
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00
PRIVATE, 1991-92:					
DISCIPLINE: LETTERS MAJOR FIELD: LETTERS					
AVERAGE					
SALARY: 49186 876 248	39710 639 230	30795 814 243	29081 122 83	25842 140 83	38880 2469 288
FAC MIX					
PCT: 0.35	0.26	0.33	0.05	0.06	1.00
SALARY					
FACTOR: 0.92	0.92	0.90	0.90	0.95	0.92
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

## RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of letters was reported in 200 of the 207 public institutions. The average salary of the 4,331 faculty was \$33,272. This average salary was approximately 8.6 percent lower than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of letters was reported in 201 of the same 207 public institutions. The average salary of the 4,583 faculty was \$37,558. This average salary was approximately 9.9 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in letters after three years in the public institutions studied was 12.9 percent (\$37,558 minus \$33,272 equals \$4,286). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in letters average faculty's salaries over the three-year period of 4.3 percent or an average of 1.4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of letters (12.9%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.4 percentage points in their salaries (14.3% minus 12.9% equals 1.4%) more than faculty in the discipline/major field of letters.

The reader may note that the faculty mix percentage in letters is higher at the professor rank than at the assistant professor rank in the 1988-89 study: 33 percent vs. 27 percent, and in the 1991-92 study it is 33 percent vs. 28

percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in letters in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 4.7 percent (203/4331) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was also lower, 4.0 percent (183/4,583) vs. 4.4 percent (2,410/54,920), respectively.

#### RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of letters was reported in 288 of the 298 private institutions. The average salary of the 2,355 faculty was \$32,844. This average salary was 7.9 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/major field of letters was reported in 288 of the same 298 private institutions. The average salary of the 2,469 faculty was \$38,880. This average was 8.6 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in letters after three years in the private institutions studied was 18.4 percent (\$38,880 minus \$32,844 equals \$6,036). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.2 percent or .4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after

three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of letters (18.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .8% percent (19.2% minus 18.4% equals .8%) more than faculty in letters.

The reader may note that the faculty mix percentage in letters is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 35 percent vs. 28 percent, respectively, and in the 1991-92 study it is 35 percent vs. 33 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in letters was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 5.9 percent (140/2,355) vs. 4.6 percent (1,374/29,774), respectively, and higher also in the 1991-92 private study: 4.9 percent (122/2,469) vs. 4.3 percent (1,379/31,783), respectively.

#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of letters and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 13,738 (8.22%) faculty in the discipline/major field of letters participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall

total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of letters in the 1988--89 public and private studies were some 8 and 7 percent below those in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of letters in the 1991-92 public and private studies were some 9 and 8 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in letters in the public institutions received an overall relative salary increase at the end of three years of 4.3 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 1.2 percent above the cost-of-living.

Third, in the discipline/major field of letters the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1988-89 and 1991-92 public and private studies, respectively. These data show that the discipline/major field of letters in both the public and private studies is well established in academic and unlike many other disciplines, the ranks are rather well balanced.

Finally, the hiring rates of new assistant professors in letters in the 1988-89 and 1991-92 public studies were lower than in ALL MAJOR FIELDS. In the 1988-89 and 1991-92 private studies the hiring rates were higher than in ALL MAJOR FIELDS. It appears that letters as a discipline/major field continues to grow rather steadily in both the public and private studies. The hiring rates

in the private studies are increasing a little faster than in ALL MAJOR FIELDS and in comparison with the public studies.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in letters, and in other discipline/major fields, on a regular, "rolling" basis using a four-year time frame.

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#### APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

# APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL
GEOLOGY	SERVICES
HISTORY	VISUAL AND PERFORMING ARTS
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

## APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

### Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humbao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)



Participating Institutions, continued:

Oregon Institute of Technology (OR)  
 Peru State College (NE)  
 Pittsburg State University (KS)  
 Plymouth State College (NH)  
 Portland State University (OR)  
 Purdue University Calumet (IN)  
 Radford University (VA)  
 Ramapo College of New Jersey (NJ)  
 Salisbury State University (MD)  
 Sam Houston State University (TX)  
 San Francisco State University (CA)  
 Sangamon State University (IL)  
 Savannah State College (GA)  
 Shippensburg University (PA)  
 Slippery Rock University (PA)  
 Sonoma State University (CA)  
 South Dakota School of Mines & Technology (SD)  
 Southeast Missouri State University (MO)  
 Southeastern Louisiana University (LA)  
 Southeastern Oklahoma State University (OK)  
 Southern Arkansas University (AR)  
 Southern College of Technology (GA)  
 Southern Connecticut State University (CT)  
 Southern Illinois University at Carbondale (IL)  
 Southern Illinois University at Edwardsville (IL)  
 Southern Oregon State College (OR)  
 Southwest Missouri State University (MO)  
 Southwest Texas State University (TX)  
 State Univ. of New York - College at Buffalo (NY)  
 State Univ. of New York - College at Cortland (NY)  
 State Univ. of New York - College at Geneseo (NY)  
 State University of New York at Fredonia (NY)  
 Stockton State College (NJ)  
 SUNY Institute of Technology at Utica/Rome (NY)  
 Tennessee Technological University (TN)  
 Texas A&I University (TX)  
 Texas A&M University at Galveston (TX)  
 The Citadel, The Military College of South Carolina (SC)  
 Towson State University (MD)  
 Trenton State College (NJ)  
 Troy State University (AL)  
 University of Akron (OH)  
 University of Alaska Southeast (AK)  
 University of Arkansas at Little Rock (AR)  
 University of Central Arkansas (AR)  
 University of Central Oklahoma (OK)  
 University of Colorado at Colorado Springs (CO)  
 University of Colorado at Denver (CO)  
 University of Houston-Clear Lake (TX)  
 University of Maine at Farmington (ME)  
 University of Maine at Fort Kent (ME)  
 University of Maine at Presque Isle (ME)  
 University of Maryland Baltimore County (MD)  
 University of Massachusetts at Lowell (MA)  
 University of Minnesota, Duluth (MN)  
 University of Missouri-St. Louis (MO)

University of Montevallo (AL)  
 University of Nebraska at Omaha (NE)  
 University of Nevada, Las Vegas (NV)  
 University of North Carolina at Asheville (NC)  
 University of North Carolina at Greensboro (NC)  
 University of North Carolina at Wilmington (NC)  
 University of North Texas (TX)  
 University of Northern Colorado (CO)  
 University of Northern Iowa (IA)  
 University of Pittsburgh at Bradford (PA)  
 University of Pittsburgh at Johnston (PA)  
 University of South Alabama (AL)  
 University of South Carolina at Aiken (SC)  
 University of South Carolina-Coastal  
 Carolina College (SC)  
 University of Southern Colorado (CO)  
 University of Southern Indiana (IN)  
 University of Southern Mississippi (MS)  
 University of Southwestern Louisiana (LA)  
 University of Tennessee at Chattanooga (TN)  
 University of Tennessee at Martin (TN)  
 University of Texas at San Antonio (TX)  
 University of the Virgin Islands (VI)  
 University of West Virginia-College of  
 Graduate Study (WV)  
 University of Wisconsin-Eau Claire (WI)  
 University of Wisconsin-LaCrosse (WI)  
 University of Wisconsin-Oshkosh (WI)  
 University of Wisconsin-Parkside (WI)  
 University of Wisconsin-Platteville (WI)  
 University of Wisconsin-Stevens Point (WI)  
 University of Wisconsin-Stout (WI)  
 University of Wisconsin-Superior (WI)  
 University of Wisconsin-Whitewater (WI)  
 Valdosta State College (GA)  
 Valley City State University (ND)  
 Washburn University (KS)  
 Wayne State College (NE)  
 Weber State University (UT)  
 West Georgia College (GA)  
 West Virginia Institute of Technology (WV)  
 West Virginia State College (WV)  
 Western Carolina University (NC)  
 Western Illinois University (IL)  
 Western Kentucky University (KY)  
 Western Michigan University (MI)  
 Western Montana College (MT)  
 Western Oregon State College (OR)  
 Western Washington University (WA)  
 Wichita State University (KS)  
 William Paterson College of New Jersey (NJ)  
 Winona State University (MN)  
 Winthrop College (SC)  
 Wright State University (OH)  
 Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

## APPENDIX C

CUFA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

### Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Herrinack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marion College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (IN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN  
LIBRARY AND ARCHIVAL SCIENCES  
FOR THE YEARS

1988-89 AND 1991-92

By  
Richard D. Howe  
and  
Linda Veltze

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank through 1991-92. Each year two separate studies were conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including library and archival sciences. The disciplines were chosen from among those listed in and defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of library and archival sciences in the CIP is as follows:

A summary of groups of instructional programs that describe the knowledge and skills required to manage and/or maintain libraries and related information and record systems, collections and facilities for research and general use.\*

[\*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 113--25).]

This article presents a summary of the overall average salary increases in the discipline/major field of library and archival sciences from the "baseline year" of 1988-89, to and including the "trend year" of 1991-92, for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study in 1988-89, 207 also participated in 1991-92. Data from those same

207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of library and archival sciences faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is achieved.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .22 for associate professors of library and archival sciences in the 1988-89 public study means that 22 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .94 for associate professors in the discipline/major field of library and archival sciences in the 1988-89 public study means that their average salary is 6 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time at the participating institution in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for information about the newly hired.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of library and archival sciences with the entire data base for each study.

Of particular import to the reader is the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.



PROF				ASSO PROF				ASST PROF				NEW ASST PROF				INSTRUCTOR				ALL RANKS																
SALARY NUM N/IN				SALARY NUM N/IN				SALARY NUM N/IN				SALARY NUM N/IN				SALARY NUM N/IN				SALARY NUM N/IN																
DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES																																				
MAJOR FIELD: LIBRARY & ARCHIVAL SCIENCES																																				
PUBLIC, 1988-89:																																				
AVERAGE																																				
SALARY:				43403	43	22	33906				62	32	27700				121	33	26228				12	8	20619				50	19	30257				276	43
FAC MIX																																				
PCT:				0.16				0.22				0.44				0.04				0.18				1.00												
SALARY																																				
FACTOR:				0.98				0.94				0.92				0.89				0.88				0.84												

ALL MAJOR FIELDS

AVERAGE																		
SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX																		
PCT:	0.34			0.29			0.29			0.05			0.08			1.00		

DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES																		
MAJOR FIELD: LIBRARY & ARCHIVAL SCIENCES																		
PUBLIC, 1991-92:																		
AVERAGE																		
SALARY:	49293	69	27	38617	85	32	32350	112	30	31494	10	10	23741	22	10	37601	288	41
FAC MIX																		
PCT:	0.24			0.30			0.39			0.03			0.08			1.00		
SALARY																		
FACTOR:	0.97			0.94			0.94			0.93			0.91			0.91		

ALL MAJOR FIELDS

AVERAGE																		
SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX																		
PCT:	0.34			0.28			0.30			0.04			0.08			1.00		

DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES																	
MAJOR FIELD: LIBRARY & ARCHIVAL SCIENCES																	
PRIVATE, 1988-89:																	
AVERAGE																	
SALARY: 42478 18 14 31512 56 12 26449 43 22 28072 4 3 21004 16 11 30095 133 32																	
FAC.MIX																	
PCT: 0.14 0.42 0.32 0.03 0.12 1.00																	
SALARY																	
FACTOR: 0.94 0.91 0.92 1.01 0.93 0.85																	

ALL MAJOR FIELDS

AVERAGE																		
SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX																		
PCT:	0.32			0.31			0.30			0.05			0.06			1.00		

DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES																		
MAJOR FIELD: LIBRARY & ARCHIVAL SCIENCES																		
PRIVATE, 1991-92:																		
AVERAGE																		
SALARY:	50757	16	11	39840	51	21	31682	69	25	25866	7	6	25034	11	9	36091	147	32
FAC MIX																		
PCT:	0.11			0.35			0.47			0.05			0.07			1.00		
SALARY																		
FACTOR:	0.95			0.97			0.93			0.80			0.92			0.85		

ALL MAJOR FIELDS

AVERAGE																		
SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX																		
PCT:	0.33			0.30			0.32			0.04			0.05			1.00		



## RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the preceding table, the reader may note that the discipline/major field of library and archival sciences was reported for 43 of the 207 public institutions. The average salary of the 276 faculty was \$30,257. This average salary was approximately 19.4 percent lower than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

The data listed in the table from the PUBLIC 1991-92 salary study indicate that the discipline/major field of library and archival sciences was reported in 41 of the same 207 public institutions. The average salary of the 288 faculty was \$37,601. This average salary was approximately 9.8 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in library and archival sciences after three years in the public institutions studied was 24.3 percent (\$37,601 minus \$30,257 equals \$7,344). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative increase in library and archival sciences average faculty salaries over the three-year period of 7.1 percent or an average of 2.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In the discipline/major field of library and archival sciences the increase was 24.3 percent, therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 10.0 percentage points in their salaries (24.3% minus 14.3% equals 10.0%) which was less than that received by faculty in the discipline/major field of library and archival sciences.

The reader may note that the faculty mix percentage (FAC MIX PCT) in li-

brary and archival sciences was lower at the professor rank than at the assistant professor rank in the 1988-89 study: 16 percent vs. 44 percent; in the 1991-92 study: 24 percent vs. 39 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies were as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in library and archival sciences in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 4.3 percent (12/276) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was also lower, 3.5 percent (10/288) vs. 4.4 percent (2,410/54,920), respectively.

#### RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study shown in the table, the reader may note that the discipline/major field of library and archival sciences was reported in 32 of the 298 private institutions. The average salary of the 133 faculty was \$30,095. This average salary was 17.8 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The data listed in the table from the PRIVATE 1991-92 salary study indicate that the discipline/major field of library and archival sciences was reported in 32 of the same 298 private institutions. The average salary of the 147 faculty was \$36,091. This average was 17.0 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private salary.

The increase in average salaries for all faculty in library and archival sciences after three years in the private institutions studied was 19.9 percent (\$36,091 minus \$30,095 equals \$5,996). The CPI of increased cost-of-living

between October 1988 and October 1991 was 17.2 percent. This comparison of the two sections of the study indicates a more realistic increase in the average faculty salaries over the three-year time period (2.7 percent or .9 percent each year above the cost-of-living).

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the study of private institutions was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of library and archival sciences (19.9%) the faculty in ALL MAJOR FIELDS increased their salaries by .7 percent (19.9% minus 19.2% equals .7%) which was less than that received by faculty in library and archival sciences.

The reader may note that the faculty mix percentage in library and archival sciences was lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 14 percent vs. 32 percent, respectively, and in the 1991-92 study it was 11 percent vs. 47 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies were as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in library and archival sciences was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 3.0 percent (4/133 ) vs. 4.6 percent (1,374/29,774). It was higher in the 1991-92 private study: 4.8 percent (7/147) vs. 4.3 percent (1,379/31,783).

#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of library and archival sciences and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "base-line year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for

discipline/major field of library and archival sciences in both the public and private studies is younger than many of the older, more established disciplines (in many institutions librarians are still considered staff and not faculty). Further, it may indicate a basic promotional difficulty for faculty in this field since many librarians do not teach courses.

- 4) Finally, the hiring rate of new assistant professors in library and archival sciences in the 1988-89 and 1991-92 public studies was lower than in ALL MAJOR FIELDS. In the private studies, it was lower in 1988-89 but higher in 1991-92, than in ALL MAJOR FIELDS. In conclusion, it is rather difficult to interpolate any generalizations of the data on hiring rates in this discipline/major field.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in library and archival sciences, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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#### APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

# APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL
GEOLOGY	SERVICES
HISTORY	VISUAL AND PERFORMING ARTS
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

## APPENDIX B

### CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
A Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MD)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207



## APPENDIX C

### CUFA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)



Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY TREND STUDY OF FACULTY IN LIFE SCIENCES

FOR THE YEARS

1988-89 AND 1991-92

By  
Richard D. Howe  
and  
Laurie Warner

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including life sciences. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of life sciences in the CIP is as follows:

A summary of groups of instructional programs that describe the scientific study of living organisms and their systems.\*

[\*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 114--26).]

This article presents a summary of the overall average salary increases in the discipline/major field of life sciences from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA's PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA's PRIVATE study of 1988-89, 298 also participated in

1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of life sciences faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increase is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professors of life sciences in the 1988-89 public study means that

28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of life sciences in the 1988-89 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of life sciences with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM IN		
						DISCIPLINE: LIFE SCIENCES											
						MAJOR FIELD: LIFE SCIENCES											
<u>PUBLIC, 1988-89:</u>																	
AVERAGE																	
SALARY: 42648 1208 192			34661 687 177			28721 526 160			27597 98 66			21448 72 43			36896 2493 201		
FAC MIX																	
PCT: 0.48			0.28			0.21			0.04			0.03			1.00		
SALARY																	
FACTOR: 0.96			0.96			0.95			0.94			0.92			1.02		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY: 44380 17529			36058 15079			30079 14807			29332 2497			23391 4235			36129 51650 207		
FAC MIX																	
PCT: 0.34			0.29			0.29			0.05			0.08			1.00		
						DISCIPLINE: LIFE SCIENCES											
						MAJOR FIELD: LIFE SCIENCES											
<u>PUBLIC, 1991-92:</u>																	
AVERAGE																	
SALARY: 49196 1250 197			39669 688 181			32724 639 170			30850 107 74			25240 91 57			41977 2668 202		
FAC MIX																	
PCT: 0.47			0.26			0.24			0.04			0.03			1.00		
SALARY																	
FACTOR: 0.96			0.96			0.95			0.91			0.96			1.02		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY: 50997 18617			41181 15436			34390 16606			33852 2410			26194 4261			41292 54920 207		
FAC MIX																	
PCT: 0.34			0.28			0.30			0.04			0.08			1.00		
-----																	
						DISCIPLINE: LIFE SCIENCES											
						MAJOR FIELD: LIFE SCIENCES											
<u>PRIVATE, 1988-89:</u>																	
AVERAGE																	
SALARY: 42793 614 220			32578 460 205			27698 312 174			27126 60 49			22171 45 32			35570 1431 275		
FAC MIX																	
PCT: 0.43			0.32			0.22			0.04			0.03			1.00		
SALARY																	
FACTOR: 0.95			0.94			0.96			0.98			0.98			1.00		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY: 45106 9628			34640 9142			28725 9074			27748 1374			22532 1930			35437 29774 298		
FAC MIX																	
PCT: 0.32			0.31			0.30			0.05			0.06			1.00		
						DISCIPLINE: LIFE SCIENCES											
						MAJOR FIELD: LIFE SCIENCES											
<u>PRIVATE, 1991-92:</u>																	
AVERAGE																	
SALARY: 49645 670 235			37923 419 206			32107 326 176			30408 58 51			24142 26 20			41809 1441 276		
FAC MIX																	
PCT: 0.46			0.29			0.23			0.04			0.02			1.00		
SALARY																	
FACTOR: 0.93			0.93			0.94			0.94			0.89			0.99		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY: 53614 10540			40984 9462			34071 10070			32464 1379			27206 1711			42240 31783 298		
FAC MIX																	
PCT: 0.33			0.30			0.32			0.04			0.05			1.00		

## RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of life sciences was reported in 201 of the 207 public institutions. The average salary of the 2,493 faculty was \$36,896. This average salary was approximately 2.1 percent higher than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of life sciences was reported in 202 of the same 207 public institutions. The average salary of the 2,668 faculty was \$41,977. This average salary was approximately 1.7 percent higher than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

The increase in average salaries for all faculty in life sciences after three years in the public institutions studied was 13.8 percent (\$41,977 minus \$36,896 equals \$5,081). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in life sciences average faculty salaries over the three-year period by 3.4 percent or an average of 1.1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of life sciences (13.8), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of .5 percentage point in their salaries (14.3% minus 13.8% equals .5%) more than faculty in the discipline/major field of life sciences.

The reader may note that the faculty mix percentage in life sciences is higher at the professor rank than at the assistant professor in the 1988-89 study: 48 percent vs. 21 percent, and in the 1991-92 study it is 47 percent vs 24 percent, respectively. The differences in the ranks of professor and assis-

tant professor in ALL MAJOR FIELDS for both public studies as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in life sciences in the public studies was lower than ALL MAJOR FIELDS both in 1988-89, 3.9 percent (98/2493) vs. 4.8 percent (2497/51650), respectively; and in 1991-92, 4.0 percent (107/2668) vs. 4.4 percent (2410/54920), respectively.

#### RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of life sciences was reported in 275 of the 298 private institutions. The average salary of the 1,431 faculty was \$35,570. This average salary was .04 percent higher than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/major field of life sciences was reported in 276 of the same 298 private institutions. The average salary of the 1,441 faculty was \$41,809. This average salary was 1.3 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in life sciences after three years in the private institutions studied was 17.5 percent (\$41,809 minus \$35,570 equals \$6,239). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is .3 percent or .1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of



life sciences (17.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.7 percent (19.2% minus 17.5% equals 1.7%) more than faculty in life sciences.

Finally, the reader may note that the hiring rate of new assistant professors in life sciences was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4.2 percent (60/1,431) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 4.0 percent (58/1,441) vs. 4.3 percent (1,379/31,783), respectively. In other words the hiring rate of new assistant professors in life sciences is less than that for ALL MAJOR FIELDS in the 1991-92 private study.

#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of life sciences and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 8,033 (4.8%) faculty in the discipline/major of life sciences participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factor of all ranks in the discipline/major field of life sciences in 1988-89 was some 2 percent above the average faculty salary factor for all ranks in ALL MAJOR FIELDS in the public study and was even (1.00) in the private study. For 1991-92 the average faculty salary factor for life sciences was again 2 percent

above the average faculty salary factor for all ranks in ALL MAJOR FIELDS in the public study and was 1 percent below the average of ALL MAJOR FIELDS in the private study.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in life sciences in the public institutions received overall salary increases at the end of three years of 3.4 percent below the cost-of-living. In the private institutions the salary increase was less than 1 percent (.3%) above the cost-of-living.

Third, in the discipline/major field of life sciences the professor rank has a greater faculty mix percentage than the other ranks for both the public and private studies in both study years. In comparison to the faculty mix percentage of ALL MAJOR FIELDS, the faculty mix percentage in life sciences for the rank of professor may seem rather top-heavy in each of the four studies even though life sciences is historically considered to be an "older" discipline/major field.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analysis will be effected in life sciences, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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#### APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 9
- B) LIST OF PUBLIC Participating Institutions, page 10
- C) LIST OF PRIVATE Participating Institutions, page 12

**APPENDIX A**  
**OVERALL LIST OF SELECTED DISCIPLINES**

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL
GEOLOGY	SERVICES
HISTORY	VISUAL AND PERFORMING ARTS
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

## APPENDIX B

### CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

## APPENDIX .C

### CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Ailegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmine College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (IA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles
LeTourneau University (TX)	and Science (PA)
Limestone College (SC)	Pikeville College (KY)
Lindsey Wilson College (KY)	Point Park College (PA)
Linfield College (OR)	Presbyterian College (SC)
Long Island University (NY)	Providence College (RI)
Loras College (IA)	Quincy College (IL)
Louisiana College (LA)	Reed College (OR)
Loyola College (MD)	Regis College (MA)
Loyola Marymount University (CA)	Rhodes College (TN)
Lubbock Christian University (TX)	Rivier College (NH)
Luther College (IA)	Roanoke College (VA)
Lycoming College (PA)	Rochester Institute of Technology (NY)
Lynchburg College (VA)	Rockford College (IL)
Madonna University (MI)	Rockhurst College (MO)
Malone College (OH)	Rocky Mountain College (MT)
Marian College (IN)	



Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298



# SALARY-TREND STUDY OF FACULTY IN MATHEMATICS

## FOR THE YEARS

1988-89 AND 1991-92

By  
Richard D. Howe  
and  
Doris V. Banner

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including mathematics. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of mathematics in the CIP is as follows:

A summary of groups of instructional programs that describe the systematic study of logical symbolic language and its applications.\*

[\*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p 119--27).]

This article presents a summary of the overall average salary increases in the discipline/major field of mathematics from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also parti-

cipated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of mathematics faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professors of mathematics in the 1988-89 public study means that

29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given disciplines/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of 1.01 for associate professors in the discipline/major field of mathematics in the 1988-89 public study means that their average salary is 1 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of mathematics with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
PUBLIC, 1988-89:					
DISCIPLINE: MATHEMATICS					
MAJOR FIELD: MATHEMATICS					
AVERAGE					
SALARY: 44807 940 182	36305 916 182	30279 965 185	29769 149 90	21656 367 129	35301 3188 202
FAC MIX					
PCT: 0.29	0.29	0.30	0.05	0.12	1.00
SALARY					
FACTOR: 1.01	1.01	1.01	1.01	0.93	0.98

ALL MAJOR FIELDS

AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00

PUBLIC, 1991-92:					
DISCIPLINE: MATHEMATICS					
MAJOR FIELD: MATHEMATICS					
AVERAGE					
SALARY: 51404 983 184	40829 940 192	34258 992 188	33251 153 92	24634 435 121	39883 3350 202
FAC MIX					
PCT: 0.29	0.28	0.30	0.05	0.13	1.00
SALARY					
FACTOR: 1.01	0.99	1.00	0.98	0.94	0.97

ALL MAJOR FIELDS

AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00

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PRIVATE, 1988-89:					
DISCIPLINE: MATHEMATICS					
MAJOR FIELD: MATHEMATICS					
AVERAGE					
SALARY: 45955 518 190	34328 521 195	28379 492 203	28341 74 58	21675 144 87	35088 1675 281
FAC MIX					
PCT: 0.31	0.31	0.29	0.04	0.09	1.00
SALARY					
FACTOR: 1.02	0.99	0.99	1.02	0.96	0.99

ALL MAJOR FIELDS

AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00

PRIVATE, 1991-92:					
DISCIPLINE: MATHEMATICS					
MAJOR FIELD: MATHEMATICS					
AVERAGE					
SALARY: 54803 580 202	40630 542 204	33379 544 227	31936 66 53	25198 113 80	42053 1779 283
FAC MIX					
PCT: 0.33	0.30	0.31	0.04	0.06	1.00
SALARY					
FACTOR: 1.02	0.99	0.98	0.98	0.93	1.00

ALL MAJOR FIELDS

AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

## RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of mathematics was reported in 202 of the 207 public institutions. The average salary of the 3,188 faculty was \$35,301. This average salary was approximately 2.3 percent below than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of mathematics was reported in 202 of the same 207 public institutions. The average salary of the 3,350 faculty was \$39,883. This average salary was approximately 3.5 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in mathematics after three years in the public institutions studied was 13.0 percent (\$39,883 minus \$35,301 equals \$4,582). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in mathematics average faculty salaries over the three-year period of 4.1 percent or an average of 1.4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of mathematics (13.0%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.3 percentage points in their salaries (14.3% minus 13.0% equals 1.3%) more than faculty in the discipline/major field of mathematics.

The reader may note that the faculty mix percentage in mathematics is lower at the professor rank than at the assistant professor in the 1988-89 study: 29 percent vs. 30 percent, and in the 1991-92 study it is also 29 percent vs. 30

percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in mathematics in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 4.7 percent (149/3,188) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was higher, 4.6 percent (153/3,350) vs. 4.4 percent (2,410/54,920), respectively.

#### RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of mathematics was reported in 281 of the 298 private institutions. The average salary of the 1,675 faculty was \$35,088. This average salary was 1.0 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of mathematics was reported in 283 of the same 298 private institutions. The average salary of the 1,779 faculty was \$42,053. This average was .4 percent lower than the average salary of \$42,240 of all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in mathematics after three years in the private institutions studied was 19.9 percent (\$42,053 minus \$35,088 equals \$6,965). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 2.7 percent or .9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of mathematics (19.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .7 percent (19.9% minus 19.2% equals .7%) less than faculty in mathematics.

The reader may note that the faculty mix percentage in mathematics is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 31 percent vs. 29 percent, respectively, and the in 1991-92 study it is 33 percent vs. 31 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in mathematics was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4.4 percent (74/1,675) vs. 4.6 percent (1,274/29,774), respectively, and also lower in the 1991-92 private study: 3.7 percent (66/1,769) vs. 4.3 percent (1,379/31,783), respectively.

#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of mathematics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 9,992 (5.9%) faculty in the discipline/major field of mathematics participated and were included in the 43 disciplines/major fields in each of the four studies and in

the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of mathematics in the 1988-89 public and private studies were some 2 and 1 percent below those in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of mathematics in the 1991-92 public and private studies were some 3 percent below and even with the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in mathematics in the public institutions received an overall relative salary increase at the end of three years of 4.1 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 2.7 percent above the cost-of-living.

Third, in the discipline/major field of mathematics the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1988-89 and 1991-92 public studies but is just the opposite in the 1988-89 and 1991-92 private studies. These data show that the discipline/major field of mathematics in both the public and private studies is well established in academia and unlike many other disciplines, the ranks are rather well balanced.

Finally, the hiring rate of new assistant professors in mathematics in the 1988-89 public study was slightly lower than in ALL MAJOR FIELDS, and in the 1991-92 public study it was slightly higher. In both the 1988-89 and 1991-92 private studies the hiring rates were lower than in ALL MAJOR FIELDS. It appears that mathematics as a discipline/major field continues to grow rather



steadily in both the public and private studies.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in mathematics, and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

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#### APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

# APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRI-BUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

## APPENDIX B

### CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

## APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

### Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Ashbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Junata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles
LeTourneau University (TX)	and Science (PA)
Limestone College (SC)	Pikeville College (KY)
Lindsey Wilson College (KY)	Point Park College (PA)
Linfield College (OR)	Presbyterian College (SC)
Long Island University (NY)	Providence College (RI)
Loras College (IA)	Quincy College (IL)
Louisiana College (LA)	Reed College (OR)
Loyola College (MD)	Regis College (MA)
Loyola Marymount University (CA)	Rhodes College (TN)
Lubbock Christian University (TX)	Rivier College (NH)
Luther College (IA)	Roanoke College (VA)
Lycoming College (PA)	Rochester Institute of Technology (NY)
Lynchburg College (VA)	Rockford College (IL)
Madonna University (MI)	Rockhurst College (MO)
Malone College (OH)	Rocky Mountain College (MT)
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Salina Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298



SALARY-TREND STUDY OF FACULTY IN  
MULTI/INTERDISCIPLINARY STUDIES

FOR THE YEARS

1988-89 AND 1991-92

By  
Richard D. Howe  
and  
Willie Fleming

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including multi/interdisciplinary studies. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of multi/interdisciplinary studies in the CIP is as follows:

A summary of groups of instructional programs, the components of which derive from two or more separate instructional programs\*

[\*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 121--30).]

This article presents a summary of the overall average salary increases in the discipline/major field of multi/interdisciplinary studies from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for



both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of multi/interdisciplinary studies faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professors of multi/interdisciplinary studies in the 1988-89 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .98 for associate professors in the discipline/major field of multi/interdisciplinary studies in the 1988-89 public study means that their average salary is 2 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of multi/interdisciplinary studies with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF	ASSO	ASST	NEW	INSTRUCTOR	ALL RANKS
	SALARY NUM N/IN	PROF	PROF	ASST	SALARY NUM N/IN	SALARY NUM N/IN
		SALARY NUM N/IN	SALARY NUM N/IN	PROF	SALARY NUM N/IN	SALARY NUM N/IN
				SALARY NUM N/IN		
DISCIPLINE: MULTI/INTERDISCIPLINARY STUDY						
MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES						
PUBLIC, 1988-89:						
AVERAGE						
SALARY: 44275 91 25	35314 103 22	27824 120 21	26136 19 8	22076 17 5	34382 331	31
FAC MIX						
PCT: 0.27	0.31	0.36	0.06	0.05	1.00	
SALARY						
FACTOR: 1.00	0.98	0.93	0.89	0.94	0.95	

ALL MAJOR FIELDS

AVERAGE						
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650	207
FAC MIX						
PCT: 0.34	0.29	0.29	0.05	0.08	1.00	

	PROF	ASSO	ASST	NEW	INSTRUCTOR	ALL RANKS
	SALARY NUM N/IN	PROF	PROF	ASST	SALARY NUM N/IN	SALARY NUM N/IN
		SALARY NUM N/IN	SALARY NUM N/IN	PROF	SALARY NUM N/IN	SALARY NUM N/IN
				SALARY NUM N/IN		
DISCIPLINE: MULTI/INTERDISCIPLINARY STUDY						
MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES						
PUBLIC, 1991-92:						
AVERAGE						
SALARY: 51865 81 27	38007 94 17	30656 121 19	30770 10 5	25401 27 7	37674 323	31
FAC MIX						
PCT: 0.25	0.29	0.37	0.03	0.08	1.00	
SALARY						
FACTOR: 1.02	0.92	0.89	0.91	0.97	0.91	

ALL MAJOR FIELDS

AVERAGE						
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920	207
FAC MIX						
PCT: 0.34	0.28	0.30	0.04	0.08	1.00	

	PROF	ASSO	ASST	NEW	INSTRUCTOR	ALL RANKS
	SALARY NUM N/IN	PROF	PROF	ASST	SALARY NUM N/IN	SALARY NUM N/IN
		SALARY NUM N/IN	SALARY NUM N/IN	PROF	SALARY NUM N/IN	SALARY NUM N/IN
				SALARY NUM N/IN		
DISCIPLINE: MULTI/INTERDISCIPLINARY STUDY						
MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES						
PRIVATE, 1988-89:						
AVERAGE						
SALARY: 42813 37 14	34569 30 14	26405 34 20	29675 4 4	20671 6 3	34046 107	28
FAC MIX						
PCT: 0.35	0.28	0.32	0.04	0.06	1.00	
SALARY						
FACTOR: 0.95	1.00	0.92	1.07	0.92	0.96	

ALL MAJOR FIELDS

AVERAGE						
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774	298
FAC MIX						
PCT: 0.32	0.31	0.30	0.05	0.06	1.00	

	PROF	ASSO	ASST	NEW	INSTRUCTOR	ALL RANKS
	SALARY NUM N/IN	PROF	PROF	ASST	SALARY NUM N/IN	SALARY NUM N/IN
		SALARY NUM N/IN	SALARY NUM N/IN	PROF	SALARY NUM N/IN	SALARY NUM N/IN
				SALARY NUM N/IN		
DISCIPLINE: MULTI/INTERDISCIPLINARY STUDY						
MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES						
PRIVATE, 1991-92:						
AVERAGE						
SALARY: 48236 53 15	38271 33 14	31477 37 16	29958 3 3	26594 15 7	39007 138	28
FAC MIX						
PCT: 0.38	0.24	0.27	0.02	0.11	1.00	
SALARY						
FACTOR: 0.90	0.93	0.92	0.92	0.98	0.92	

ALL MAJOR FIELDS

AVERAGE						
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783	298
FAC MIX						
PCT: 0.33	0.30	0.32	0.04	0.05	1.00	

## RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of multi/interdisciplinary studies was reported in 31 of the 207 public institutions. The average salary of the 331 faculty was \$34,382. This average salary was approximately 5.1 percent lower than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of multi/interdisciplinary studies was reported in 31 of the same 207 public institutions. The average salary of the 323 faculty was \$37,674. This average salary was approximately 9.6 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in multi/interdisciplinary studies after three years in the public institutions studied was 9.6 percent (\$37,674 minus \$34,382 equals \$3,292). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 7.6 percent or 2.5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of multi/-interdisciplinary studies (9.6%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 4.7 percentage points in their salaries (14.3% minus 9.6% equals 4.7%) more than faculty in the discipline/major field of multi/interdisciplinary studies.

The reader may note that the faculty mix percentage in multi/interdisciplinary studies is lower at the professor rank than at the assistant professor rank in the 1988-89 study: 27 percent vs. 36 percent, and in the 1991-92 study it is 25 percent vs. 37 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in multi/interdisciplinary studies in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.7 percent (19/331) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was lower, 3.1 percent (10/323) vs. 4.4 percent (2,410/54,920), respectively.

#### RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of multi/interdisciplinary studies was reported in 28 of the 298 private institutions. The average salary of the 107 faculty was \$34,046. This average salary was 4.1 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of multi/interdisciplinary studies was reported in 28 of the same 298 private institutions. The average salary of the 138 faculty was \$39,007. This average salary was 8.3 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in multi/interdisciplinary studies after three years in the private institutions studied was 14.6

percent (\$39,007 minus \$34,046 equals \$4,961). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 2.6 percent or .9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of multi/interdisciplinary studies (14.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 4.6 percent (19.2% minus 14.6% equals 4.6%) more than faculty in multi/interdisciplinary studies.

The reader may note that the faculty mix percentage in multi/interdisciplinary studies is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 35 percent vs. 32 percent, respectively, and in the 1991-92 study it is 38 percent vs. 27 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in multi/interdisciplinary studies was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 3.7 percent (4/107) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 2.2 percent (3/138) vs. 4.3 percent (1379/31783), respectively.

#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of multi/interdisciplinary studies and compared that

information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,037 (1.2%) faculty in the discipline/major field of multi/interdisciplinary studies participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of engineering-related technologies in 1988-89 in the public and private studies were some 3 and 4 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of multi/interdisciplinary studies in 1991-92, in both the public and private studies were some 3 and 1 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in multi/interdisciplinary studies in the public institutions received overall, relative salary increases at the end of three years of 3.3 percent below the cost-of-living. In the private institutions the relative salary increase was 5.6 percent below the cost-of-living.

Third, in the discipline/major field of multi/interdisciplinary studies the assistant professor rank percentages far exceed those in the professor rank

both in the 1988-89 public and private studies and in the 1991-92 public and private studies. These data show that multi/interdisciplinary studies is a still-emerging field although emerging rather slowly.

Finally, the hiring rate of new assistant professors in multi/interdisciplinary studies in the public studies in comparison to ALL MAJOR FIELDS, is lower both in the 1988-89 and in the 1991-92 study. In the private studies, the hiring rate was also lower than in ALL MAJOR FIELDS both in the 1988-89 and 1991-92 studies. This means that multi/interdisciplinary studies is continuing a rather slow growth in relation to many of the other disciplines/major fields in colleges and universities.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in multi/interdisciplinary studies and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

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#### APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13



## APPENDIX A

### OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

## APPENDIX B

### CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

## APPENDIX C

### CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Eastern College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarinate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (IA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles
LeTourneau University (TX)	and Science (PA)
Limestone College (SC)	Pikeville College (KY)
Lindsey Wilson College (KY)	Point Park College (PA)
Linfield College (OR)	Presbyterian College (SC)
Long Island University (NY)	Providence College (RI)
Loras College (IA)	Quincy College (IL)
Louisiana College (LA)	Reed College (OR)
Loyola College (MD)	Regis College (MA)
Loyola Marymount University (CA)	Rhodes College (TN)
Lubbock Christian University (TX)	Rivier College (NH)
Luther College (IA)	Roanoke College (VA)
Lycoming College (PA)	Rochester Institute of Technology (NY)
Lynchburg College (VA)	Rockford College (IL)
Madonna University (MI)	Rockhurst College (MO)
Malone College (OH)	Rocky Mountain College (MT)
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN

MUSIC

FOR THE YEARS

1988-89 AND 1991-92

By  
Richard D. Howe  
and  
Clinton Parker

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including music. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of music in the CIP is as follows:

An instructional program that generally describes the study and appreciation of music, and the study of music performance. Includes instruction in principles of harmony, musical notation, musical styles, the historical development of music, and the fundamentals of various musical instruments.

[\*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 167--50.0901).]

This article presents a summary of the overall average salary increases in the discipline/major field of music from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions.



Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of music faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.



The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professors of music in the 1988-89 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .93 for associate professors in the discipline/major field of music in the 1988-89 public study means that their average salary is 7 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of music with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: MUSIC, GENERAL					
PUBLIC, 1988-89:					
AVERAGE					
SALARY: 42079 757 148	33544 702 146	27514 619 138	26326 85 64	23841 173 68	34010 2251 167
FAC MIX					
PCT: 0.34	0.31	0.27	0.04	0.08	1.00
SALARY					
FACTOR: 0.95	0.93	0.91	0.90	1.02	0.94
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: MUSIC, GENERAL					
PUBLIC, 1991-92:					
AVERAGE					
SALARY: 47664 794 150	37803 710 153	30846 716 151	29430 95 67	25993 155 67	38232 2375 173
FAC MIX					
PCT: 0.33	0.30	0.30	0.04	0.07	1.00
SALARY					
FACTOR: 0.93	0.92	0.90	0.87	0.99	0.93
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: MUSIC, GENERAL					
PRIVATE, 1988-89:					
AVERAGE					
SALARY: 38232 401 152	30817 410 160	25394 351 162	24726 32 29	21599 72 59	31146 1234 225
FAC MIX					
PCT: 0.32	0.33	0.28	0.03	0.06	1.00
SALARY					
FACTOR: 0.85	0.89	0.88	0.89	0.96	0.88
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: MUSIC, GENERAL					
PRIVATE, 1991-92:					
AVERAGE					
SALARY: 45141 422 153	36627 416 162	30346 375 166	29543 46 37	25425 59 47	37080 1272 224
FAC MIX					
PCT: 0.33	0.33	0.29	0.04	0.05	1.00
SALARY					
FACTOR: 0.84	0.89	0.89	0.91	0.93	0.88
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

## RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of music was reported in 167 of the 207 public institutions. The average salary of the 2,251 faculty was \$34,010. This average salary was approximately 6.2 percent lower than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of music was reported in 173 of the same 207 public institutions. The average salary of the 2,375 faculty was \$38,232. This average salary was approximately 8 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in music after three years in the public institutions studied was 12.4 percent (\$38,232 minus \$34,010 equals \$4,222). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 4.8 percent or 1.6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of music (12.4%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.9 percentage points in their salaries (14.3% minus 12.4% equals 1.9%) more than faculty in the discipline/major field of music.

The reader may note that the faculty mix percentage in music is higher at the professor rank than at the assistant professor rank in the 1988-89 study: 34 percent vs. 27 percent, and in the 1991-92 study it is 33 percent vs. 30 percent, respectively. The differences in the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in music in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 3.8 percent (85/2,251) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was lower, 2.8 percent (67/2,375) vs. 4.4 percent (2,410/54,920), respectively.

#### RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of music was reported in 225 of the 298 private institutions. The average salary of the 1,234 faculty was \$31,146. This average salary was 13.8 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of music was reported in 224 of the same 298 private institutions. The average salary of the 1,272 faculty was \$37,080. This average salary was 13.9 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in music studies after three years in the private institutions studied was 19.1 percent (\$37,080 minus \$31,146 equals \$5,934). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.9 percent or .6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of

music (19.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .1 percent (19.2% minus 19.1% equals .1%) more than faculty in music.

The reader may note that the faculty mix percentage in music is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 32 percent vs. 28 percent, respectively, and in the 1991-92 study it is 33 percent vs. 29 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in music was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 2.6 percent (32/1,234) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 3.6 percent (46/1,272) vs. 4.3 percent (1379/31783), respectively.

#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of music and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,132 (4.2%) faculty in the discipline/major field of music participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of music in the 1988-89 public and private studies were some 6 and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of music in the 1991-92 public and private studies were some 7 and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in music in the public institutions received an overall relative salary increases at the end of three years of 4.8 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 1.9 percent above the cost-of-living.

Third, in the discipline/major field of music the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1988-89 and 1991-92 public and private studies. These data show tht the discipline/-major field of music in both the public and private studies is an older, established discipline.

Finally, the hiring rate of new assistant professors in music in the 1988-89 and 1991-92 public and private studies was lower than in ALL MAJOR FIELDS. It appears that music as a discipline/major field continues to grow rather slowly in both the public and private studies.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in music and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

## APPENDIX A

### OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	



## APPENDIX B

### CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

## APPENDIX C

### CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	
	TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN

NURSING

FOR THE YEARS

1988-89 AND 1991-92

By  
Richard D. Howe  
and  
Fredel Reighard

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including nursing. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of nursing in the CIP is as follows:

An instructional program that generally prepares individuals in the knowledge, techniques and procedures for promoting health, providing care for sick, disabled, deformed, or other individuals or groups. Includes instruction in administration of medication and treatments, assisting a physician during treatments and examinations, referring patients to physicians and other health care specialists, and planning education for health maintenance.

[\*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 179-180--51.1601).]

This article presents a summary of the overall average salary increases in the discipline/major field of nursing from the "baseline year" of 1988-89 to



and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of nursing faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .24 for associate professors of nursing in the 1988-89 public study means that 24 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of nursing in the 1988-89 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of nursing with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.



PROF	ASSO	ASST	NEW										
SALARY NUM N/IN	PROF	PROF	ASST	PROF	INSTRUCTOR	ALL RANKS							
DISCIPLINE: HEALTH SCIENCES													
MAJOR FIELD: NURSING, GENERAL													
PUBLIC, 1988-89:													
AVERAGE													
SALARY:	44964	137	71	34453	438	115	28853	971	122	26924	126	69	23909 316 81 30516 1862 129
FAC MIX													
PCT:	0.07			0.24			0.52			0.07			1.00
SALARY													
FACTOR:	1.01			0.96			0.96			0.92			0.84

ALL MAJOR FIELDS

AVERAGE													
SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391 4253 36129 51650 207
FAC MIX													
PCT:	0.34			0.29			0.29			0.05			1.00

DISCIPLINE: HEALTH SCIENCES													
MAJOR FIELD: NURSING, GENERAL													
PUBLIC, 1991-92:													
AVERAGE													
SALARY:	50588	184	86	39922	514	122	32644	990	128	31196	88	55	27833 313 73 35411 2001 132
FAC MIX													
PCT:	0.09			0.26			0.49			0.04			1.00
SALARY													
FACTOR:	0.99			0.97			0.95			0.92			0.86

ALL MAJOR FIELDS

AVERAGE													
SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194 4261 41292 54920 207
FAC MIX													
PCT:	0.34			0.28			0.30			0.04			1.00

DISCIPLINE: HEALTH SCIENCES													
MAJOR FIELD: NURSING, GENERAL													
PRIVATE, 1988-89:													
AVERAGE													
SALARY:	39613	98	55	31255	289	82	26669	556	107	25606	34	27	23017 183 61 28379 1126 116
FAC MIX													
PCT:	0.09			0.26			0.49			0.03			1.00
SALARY													
FACTOR:	0.88			0.90			0.93			0.92			0.80

ALL MAJOR FIELDS

AVERAGE													
SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532 1930 35437 29774 298
FAC MIX													
PCT:	0.32			0.31			0.30			0.05			1.00

DISCIPLINE: HEALTH SCIENCES													
MAJOR FIELD: NURSING, GENERAL													
PRIVATE, 1991-92:													
AVERAGE													
SALARY:	45868	111	65	36726	287	90	31773	540	103	29358	69	40	27812 184 61 33784 1122 111
FAC MIX													
PCT:	0.10			0.26			0.48			0.06			1.00
SALARY													
FACTOR:	0.86			0.90			0.93			0.90			0.80

ALL MAJOR FIELDS

AVERAGE													
SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206 1711 42240 31783 298
FAC MIX													
PCT:	0.33			0.30			0.32			0.04			1.00

## RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of nursing was reported in 129 of the 207 public institutions. The average salary of the 1,862 faculty was \$30,516. This average salary was approximately 18.4 percent lower than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of nursing was reported in 132 of the same 207 public institutions. The average salary of the 2,001 faculty was \$35,411. This average salary was approximately 16.6 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in nursing after three years in the public institutions studied was 16 percent (\$35,411 minus \$30,516 equals \$4,895). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.2 percent or .4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of nursing (16%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.7 percentage points in their salaries (16% minus 14.3% equals 1.7%) less than faculty in the discipline/major field of nursing.

The reader may note that the faculty mix percentage in nursing is lower at the professor rank than at the assistant professor rank in the 1988-89 study: 7 percent vs. 52 percent, and in the 1991-92 study it is also lower at 9 percent vs. 49 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows:

34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in nursing in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 6.8 percent (126/1,862) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was essentially the same, 4.4 percent (88/2,001) vs. 4.4 percent (2,410/54,920), respectively.

#### RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of nursing was reported in 116 of the 298 private institutions. The average salary of the 1,126 faculty was \$28,379. This average salary was 24.9 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of nursing was reported in 111 of the same 298 private institutions. The average salary of the 1,122 faculty was \$33,784. This average salary was 25 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in nursing studies after three years in the private institutions studied was 19 percent (\$33,784 minus \$28,379 equals \$5,405). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.8 percent or .6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of

nursing (19%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .2 percent (19.2% minus 19% equals .2%) more than faculty in nursing.

The reader may note that the faculty mix percentage in nursing is lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 9 percent vs. 49 percent, respectively, and in the 1991-92 study it is 10 percent vs. 48 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in nursing was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 3 percent (34/1,126) vs. 4.6 percent (1,374/29,774), respectively, and higher in the 1991-92 private study: 6.1 percent (69/1,122) vs. 4.3 percent (1379/31783), respectively.

#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of nursing and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,111 (3.6%) faculty in the discipline/major field of nursing participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of nursing in the 1988-89 public and private studies were some 16 and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of nursing in the 1991-92 public and private studies were some 14 and 20 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in nursing in the public institutions received an overall relative salary increases at the end of three years of 1.2 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 1.8 percent above the cost-of-living.

Third, in the discipline/major field of nursing the assistant professor rank FAC MIX PCTs are higher than those in the professor rank both in the 1988-89 and 1991-92 public and private studies. These data show that the discipline/major field of nursing in both the public and private studies is a relatively new discipline.

Finally, the hiring rate of new assistant professors in nursing in the 1988-89 public study was higher than in ALL MAJOR FIELDS, and in 1991-92 it was equal to that in ALL MAJOR FIELDS. In the 1988-89 private study the hiring rate was lower than in ALL MAJOR FIELDS but in 1991-92 it was higher. It appears that nursing as a discipline/major field continues to grow rather steadily as an emerging new discipline both in the public and private studies.

Now that a rather significant data base of faculty salaries by rank and

discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in nursing and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

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#### APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

## APPENDIX A

### OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

## APPENDIX B

### CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Remidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)



Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

## APPENDIX C

### CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GRI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarinate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (IN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN

PHILOSOPHY AND RELIGION

FOR THE YEARS

1988-89 AND 1991-92

By  
Richard D. Howe  
and  
Jesse Taylor, Jr.

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including philosophy and religion. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of philosophy and religion in the CIP is as follows:

A summary of groups of instructional programs that describe the study of modes, methods and types of logical inquiry; and the study of organized systems of belief and related practices.\*

[\*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 127--38).]

This article presents a summary of the overall average salary increases in the discipline/major field of philosophy and religion from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S

PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of philosophy and religion faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .34 for associate professors of philosophy and religion in the 1988-89 public study means that 34 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of philosophy and religion in the 1988-89 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of philosophy and religion with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.



PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD: PHILOSOPHY AND RELIGION					
PUBLIC, 1988-89:					
AVERAGE					
SALARY: 43698 297 107	34858 245 95	27961 158 90	26514 28 24	22138 15 11	36739 715 136
FAC MIX					
PCT: 0.42	0.34	0.22	0.04	0.02	1.00
SALARY					
FACTOR: 0.98	0.97	0.93	0.90	0.95	1.02

ALL MAJOR FIELDS

AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00

DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD: PHILOSOPHY AND RELIGION					
PUBLIC, 1991-92:					
AVERAGE					
SALARY: 50368 344 120	38996 237 98	31804 197 98	30566 26 24	27950 22 17	41810 800 144
FAC MIX					
PCT: 0.43	0.30	0.25	0.03	0.03	1.00
SALARY					
FACTOR: 0.99	0.95	0.92	0.90	1.07	1.01

ALL MAJOR FIELDS

AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00

DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD: PHILOSOPHY AND RELIGION					
PRIVATE, 1988-89:					
AVERAGE					
SALARY: 39544 590 213	32202 393 183	26760 352 160	25752 63 42	21711 43 41	33628 1378 257
FAC MIX					
PCT: 0.43	0.29	0.26	0.05	0.03	1.00
SALARY					
FACTOR: 0.88	0.93	0.93	0.93	0.96	0.95

ALL MAJOR FIELDS

AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00

DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD: PHILOSOPHY AND RELIGION					
PRIVATE, 1991-92:					
AVERAGE					
SALARY: 48152 597 213	38359 399 173	31344 410 184	29676 68 51	25308 38 35	40072 1444 258
FAC MIX					
PCT: 0.41	0.28	0.28	0.05	0.03	1.00
SALARY					
FACTOR: 0.90	0.94	0.92	0.91	0.93	0.95

ALL MAJOR FIELDS

AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00



## RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of philosophy and religion was reported in 136 of the 207 public institutions. The average salary of the 715 faculty was \$36,739. This average salary was approximately 1.7 percent higher than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of philosophy and religion was reported in 144 of the same 207 public institutions. The average salary of the 800 faculty was \$41,810. This average salary was approximately 1.3 percent higher than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in philosophy and religion after three years in the public institutions studied was 13.8 percent (\$41,810 minus \$36,739 equals \$5,071). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over a three-year time period, is 3.4 percent or 1.1 percent each year below the cost of living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of philosophy and religion (13.8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of .5 percentage points in their salaries (14.3% minus 13.8% equals .5%) more than the faculty in the discipline/major field of philosophy and religion.

The reader may note that the faculty mix percentage in philosophy and religion is higher at the professor rank than at the assistant professor in the

1988-89 study: 42 percent vs. 22 percent, and in the 1991-92 study it is 43 percent vs. 25 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in philosophy and religion in the public studies was lower than ALL MAJOR FIELDS both in 1988-89, 3.9 percent (28/715) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, 3.3 percent (26/800) vs. 4.4 percent (2,410/54,920), respectively.

#### RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of philosophy and religion was reported in 257 of the 298 private institutions. The average salary of the 1,378 faculty was \$33,628. This average salary was 5.4 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of philosophy and religion was reported in 258 of the same 298 private institutions. The average salary of the 1,444 faculty was \$40,072. This average salary was 5.4 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in philosophy and religion after three years in the private institutions studied was 19.2 percent (\$40,072 minus \$33,628 equals \$6,444). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 2.0 percent or .7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,200 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of philosophy and religion (19.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by virtually the same percentage as faculty in philosophy and religion.

The reader may note that the faculty mix percentage in philosophy and religion is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 43 percent vs. 26 percent, respectively, and in the 1991-92 study it is 41 percent vs. 28 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in philosophy and religion was the same as the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4.6 percent (63/1,378) vs. 4.6 percent (1,374/29,774), respectively, and higher in the 1991-92 private study: 4.7 percent (68/1,444) vs. 4.3 percent (1,379/31,783), respectively.

#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of philosophy and religion and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,337 (2.6%) faculty in the discipline/major field of

philosophy and religion participated and were included in the 43 disciplines-major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of philosophy and religion in 1988-89 in the public and private studies were some 2 percent above and 5 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of philosophy and religion in 1991-92, in the public and private studies were some 1 percent above and 5 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in philosophy and religion in the public institutions received an overall relative salary decrease at the end of three years of 3.4 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 2 percent above the cost-of-living.

Third, in the discipline/major field of philosophy and religion the professor rank percentages far exceed those in the assistant professor rank both in the 1988-89 and 1991-92 public and private studies. These data show that philosophy and religion is a rather established, "old" discipline. It is anticipated, therefore, that the percentages in the professor rank will steadily increase over the next few years.

Finally, the hiring rate of new assistant professors in philosophy and religion both in the 1988-89 and 1991-92 public studies was lower than in ALL MAJOR FIELDS. In the 1988-89 private study the hiring rate was the same as in ALL MAJOR FIELDS and higher in the 1991-92 private study. This may mean that hiring for faculty in philosophy and religion is continuing rather steady in the private institutions.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in philosophy and religion, and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

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#### APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

## APPENDIX A

### OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL
GEOLOGY	SERVICES
HISTORY	VISUAL AND PERFORMING ARTS
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

## APPENDIX B

### CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MD)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207



## APPENDIX C

### CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN  
PHYSICAL EDUCATION  
FOR THE YEARS  
1988-89 AND 1991-92

By  
Richard D. Howe  
and  
Ron Kanoy

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including physical education. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of physical education in the CIP is as follows:

A summary of groups of instructional programs that describe the principles and practices of managing parks and other recreational and fitness facilities; providing recreational, leisure and fitness services; and the study of human fitness.\*

[\*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 125--31).]

This article presents a summary of the overall average salary increases in the discipline/major field of physical education from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC

study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of physical education faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary for full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .26 for associate professors of physical education in the 1988-89 public study means that 26 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .98 for associate professors in the discipline/major field of physical education in the 1988-89 public study means that their average salary is 2 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physical education with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION																	
MAJOR FIELD: PHYSICAL EDUCATION																	
PUBLIC, 1988-89:																	
AVERAGE																	
SALARY:	42995	481 138	35239	540 150		29454	676 161		26640	58 47		24167	396 120		33958	2093 176	
FAC MIX																	
PCT:	0.23		0.26			0.32			.03			0.19			1.00		
SALARY																	
FACTOR:	0.97		0.98			0.98			0.91			1.03			0.91		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	44380	17529	36058	15079		30079	14807		29332	2497		23391	4235		36129	51650 207	
FAC MIX																	
PCT:	0.34		0.29			0.29			0.05			0.08			1.00		
DISCIPLINE: EDUCATION																	
MAJOR FIELD: PHYSICAL EDUCATION																	
PUBLIC, 1991-92:																	
AVERAGE																	
SALARY:	49282	478 136	40163	505 149		33475	671 162		31020	70 47		27517	386 110		37707	2040 174	
FAC MIX																	
PCT:	0.23		0.25			0.33			0.03			0.19			1.00		
SALARY																	
FACTOR:	0.97		0.98			0.97			0.92			1.05			0.91		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	50997	18617	41181	15436		34390	16606		33852	2410		26194	4261		41292	54920 207	
FAC MIX																	
PCT:	0.34		0.28			0.30			0.04			0.08			1.00		
DISCIPLINE: EDUCATION																	
MAJOR FIELD: PHYSICAL EDUCATION																	
PRIVATE, 1988-89:																	
AVERAGE																	
SALARY:	37311	137 79	31628	252 123		26335	248 126		25141	22 17		21561	158 91		28987	795 184	
FAC MIX																	
PCT:	0.17		0.32			0.31			0.03			0.20			1.00		
SALARY																	
FACTOR:	0.83		0.92			0.92			0.91			0.96			0.82		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	45106	9628	34640	9142		28725	9074		27748	1374		22532	1930		35437	29774 298	
FAC MIX																	
PCT:	0.32		0.31			0.30			0.05			0.06			1.00		
DISCIPLINE: EDUCATION																	
MAJOR FIELD: PHYSICAL EDUCATION																	
PRIVATE, 1991-92:																	
AVERAGE																	
SALARY:	43488	145 82	37715	242 124		31099	244 115		28320	28 24		26333	128 68		34771	759 176	
FAC MIX																	
PCT:	0.19		0.32			0.32			0.04			0.17			1.00		
SALARY																	
FACTOR:	0.70		0.95			0.80			0.87			0.65			0.72		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	53614	10540	40984	9462		34071	10070		32464	1379		27206	1711		42240	31783 298	
FAC MIX																	
PCT:	0.33		0.30			0.32			0.04			0.05			1.00		

## RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of physical education was reported in 176 of the 207 public institutions. The average salary of the 2,093 faculty was \$33,958. This average salary was approximately 6.4 percent lower than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of physical education was reported in 174 of the same 207 public institutions. The average salary of the 2,040 faculty was \$37,707. This average salary was approximately 9.5 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in physical education after three years in the public institutions studied was 11.0 percent (\$37,707 minus \$33,958 equals \$3,749). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in physical education average faculty salaries over the three-year period is 6.2 percent or an average of 2.1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of physical education (11.0%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 3.3 percentage points in their salaries (14.3% minus 11.0% equals 3.3%) more than faculty in the discipline/major field of physical education.

The reader may note that the faculty mix percentage in physical education



is lower at the professor rank than at the assistant professor in the 1988-89 study: 23 percent vs. 32 percent, and in the 1991-92 study it is 23 percent vs. 33 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in physical education in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 2.8 percent (58/2,093) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was also lower, 3.4 percent (70/2,040) vs. 4.4 percent (2,410/54,920), respectively.

#### RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of physical education was reported in 184 of the 298 private institutions. The average salary of the 795 faculty was \$28,987. This average salary was 22.3 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of physical education was reported in 176 of the same 298 private institutions. The average salary of the 759 faculty was \$34,771. This average was 21.5 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in physical education after three years in the private institutions studied was 20.0 percent (\$34,771 minus \$28,987 equals \$5,784). The CPI of increased cost-of-living between

October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 2.8 percent or .9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of physical education (20.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .8 percent (20.0% minus 19.2% equals .8%) less than faculty in physical education.

The reader may note that the faculty mix percentage in physical education is lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 17 percent vs. 31 percent, respectively, and in the 1991-92 study it is 19 percent vs. 32 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in physical education was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 2.8 percent (22/795) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 3.7 percent (28/759) vs. 4.3 percent (1,379/31,783), respectively.

#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of physical education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public

institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,687 (3.4%) faculty in the discipline/major field of physical education participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of physical education in 1988-89 in the public and private studies were some 9 and 18 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of physical education in 1991-92 in the public and private studies were some 9 percent below and 28 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in physical education in the public institutions received overall, relative salary increases at the end of three years of 6.2 percent below the cost-of-living. In the private institutions the relative salary was 2.8 percent above the cost-of-living.

Third, in the discipline/major field of physical education the assistant professor rank percentages far exceed those in the professor rank both in the 1988-89 and 1991-92 public and private studies. These data show that physical education is a still-emerging field although emerging rather slowly.

Finally, the hiring rate of new assistant professors in physical education in the public studies in comparison to ALL MAJOR FIELDS, is lower both in the

1988-89 and in the 1991-92 study. In the private studies, the hiring rate was also lower than in ALL MAJOR FIELDS both in the 1988-89 and 1991-92 studies. This means that physical education is continuing a rather slow growth in relation to many of the other disciplines/major fields in colleges and universities.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in physical education, and in other discipline/major fields, on a regular, "rolling" basis using a four-year time frame.

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#### APPENDICES

- A) OVERALL LIST OF SELECTED DISCIPLINE, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

# APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL
GEOLOGY	SERVICES
HISTORY	VISUAL AND PERFORMING ARTS
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

## APPENDIX B

### CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MD)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)  
 Peru State College (NE)  
 Pittsburg State University (KS)  
 Plymouth State College (NH)  
 Portland State University (OR)  
 Purdue University Calumet (IN)  
 Radford University (VA)  
 Ramapo College of New Jersey (NJ)  
 Salisbury State University (MD)  
 Sam Houston State University (TX)  
 San Francisco State University (CA)  
 Sangamon State University (IL)  
 Savannah State College (GA)  
 Shippensburg University (PA)  
 Slippery Rock University (PA)  
 Sonoma State University (CA)  
 South Dakota School of Mines & Technology (SD)  
 Southeast Missouri State University (MO)  
 Southeastern Louisiana University (LA)  
 Southeastern Oklahoma State University (OK)  
 Southern Arkansas University (AR)  
 Southern College of Technology (GA)  
 Southern Connecticut State University (CT)  
 Southern Illinois University at Carbondale (IL)  
 Southern Illinois University at Edwardsville (IL)  
 Southern Oregon State College (OR)  
 Southwest Missouri State University (MO)  
 Southwest Texas State University (TX)  
 State Univ. of New York - College at Buffalo (NY)  
 State Univ. of New York - College at Cortland (NY)  
 State Univ. of New York - College at Geneseo (NY)  
 State University of New York at Fredonia (NY)  
 Stockton State College (NJ)  
 SUNY Institute of Technology at Utica/Rome (NY)  
 Tennessee Technological University (TN)  
 Texas A&I University (TX)  
 Texas A&M University at Galveston (TX)  
 The Citadel, The Military College of South Carolina (SC)  
 Towson State University (MD)  
 Trenton State College (NJ)  
 Troy State University (AL)  
 University of Akron (OH)  
 University of Alaska Southeast (AK)  
 University of Arkansas at Little Rock (AR)  
 University of Central Arkansas (AR)  
 University of Central Oklahoma (OK)  
 University of Colorado at Colorado Springs (CO)  
 University of Colorado at Denver (CO)  
 University of Houston-Clear Lake (TX)  
 University of Maine at Farmington (ME)  
 University of Maine at Fort Kent (ME)  
 University of Maine at Presque Isle (ME)  
 University of Maryland Baltimore County (MD)  
 University of Massachusetts at Lowell (MA)  
 University of Minnesota, Duluth (MN)  
 University of Missouri-St. Louis (MO)

University of Montevallo (AL)  
 University of Nebraska at Omaha (NE)  
 University of Nevada, Las Vegas (NV)  
 University of North Carolina at Asheville (NC)  
 University of North Carolina at Greensboro (NC)  
 University of North Carolina at Wilmington (NC)  
 University of North Texas (TX)  
 University of Northern Colorado (CO)  
 University of Northern Iowa (IA)  
 University of Pittsburgh at Bradford (PA)  
 University of Pittsburgh at Johnston (PA)  
 University of South Alabama (AL)  
 University of South Carolina at Aiken (SC)  
 University of South Carolina-Coastal  
     Carolina College (SC)  
 University of Southern Colorado (CO)  
 University of Southern Indiana (IN)  
 University of Southern Mississippi (MS)  
 University of Southwestern Louisiana (LA)  
 University of Tennessee at Chattanooga (TN)  
 University of Tennessee at Martin (TN)  
 University of Texas at San Antonio (TX)  
 University of the Virgin Islands (VI)  
 University of West Virginia-College of  
     Graduate Study (WV)  
 University of Wisconsin-Eau Claire (WI)  
 University of Wisconsin-LaCrosse (WI)  
 University of Wisconsin-Oshkosh (WI)  
 University of Wisconsin-Parkside (WI)  
 University of Wisconsin-Platteville (WI)  
 University of Wisconsin-Stevens Point (WI)  
 University of Wisconsin-Stout (WI)  
 University of Wisconsin-Superior (WI)  
 University of Wisconsin-Whitewater (WI)  
 Valdosta State College (GA)  
 Valley City State University (ND)  
 Washburn University (KS)  
 Wayne State College (NE)  
 Weber State University (UT)  
 West Georgia College (GA)  
 West Virginia Institute of Technology (WV)  
 West Virginia State College (WV)  
 Western Carolina University (NC)  
 Western Illinois University (IL)  
 Western Kentucky University (KY)  
 Western Michigan University (MI)  
 Western Montana College (MT)  
 Western Oregon State College (OR)  
 Western Washington University (WA)  
 Wichita State University (KS)  
 William Paterson College of New Jersey (NJ)  
 Winona State University (MN)  
 Winthrop College (SC)  
 Wright State University (OH)  
 Youngstown State University (OH)

TOTAL INSTITUTIONS = 207



## APPENDIX C

### CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

#### Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Aima College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)



Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298